Saskatoon Health Region

Healthiest People, Healthiest Communities, Exceptional Service

2009 – 2010 Annual Report

To The Minister of Health

TABLE OF CONTENTS

LETTER OF TRANSMITTAL 3

WHO WE ARE 4

VISION, MISSION, VALUES AND STRATEGIC DIRECTIONS 4
OVERVIEW OF REGION SERVICES 5
GOVERNANCE AND ORGANIZATION STRUCTURE 6
SENIOR LEADERSHIP TEAM 7
SASKATOON HEALTH REGION PRACTITIONER ADVISORY COMMITTEE 8
HEALTH CARE ORGANIZATIONS AND OTHER RELATIONSHIPS 9
GOVERNANCE AND TRANSPARENCY 12
COMMUNITY ADVISORY NETWORKS 14

OUR REGION 15

KEY GEOGRAPHICAL, SOCIAL AND ECONOMIC FACTORS 15
HEALTH STATUS 18
EMERGING HEALTH THREATS 21
OPPORTUNITIES 22
OTHER FACTORS SHAPING STRATEGY 22

2009 - 2010 PERFORMANCE RESULTS 24

TRANSFORMING THE CARE AND SERVICE EXPERIENCE 24
TRANSFORMING THE WORK EXPERIENCE 30
PARTNERING FOR IMPROVED HEALTH FOR ABORIGINAL PEOPLE 33
BUILDING A SUSTAINABLE, INTEGRATED SYSTEM 33
FOSTERING RESEARCH, LEARNING AND INNOVATION 35
FINANCIAL SUMMARY 36

FUTURE OUTLOOK/EMERGING ISSUES 37

TRENDS 37
RISKS 39
FUTURE PERFORMANCE 40

PAYEE DISCLOSURE LIST 42

MANAGEMENT REPORT 87

AUDITED FINANCIAL STATEMENTS 88

Saskatoon Health Region

LETTER OF TRANSMITTAL

June 10, 2010

Honourable Don McMorris
Minister of Health
Room 302, Legislative Building
2405 Legislative Drive
Regina, SK
CANADA S4S 0B3

Dear Minister McMorris:

The Saskatoon Regional Health Authority is pleased to provide you and the residents of the Health Region with its 2009 – 2010 annual report. This report provides the audited financial statements and outlines activities and accomplishments of the region for the year ended March 31, 2010.

The Region is very proud to report on the accomplishments and challenges of 2009-2010. A highlight of the year was the opening of the Irene and Leslie Dubé Centre for Mental Health. As well several other major capital construction projects, primarily funded by the Ministry, are underway. In our efforts to become client and family centred we have hired a Client and Family Centred Care Specialist and established a Client and Family Centred Care Steering Committee. Over the last several years significant improvements in access have been made in terms of reducing the surgical wait times, reducing the length of time to be seen in emergency and reducing the number of persons waiting for long term care in acute care. As well we have been able to reduce the number of WCB claims per 100 FTEs. The Region currently has 313 ongoing research projects. We have also been able to increase the percentage of employees who self report as Aboriginal from 2.95% to 3.44%. Unfortunately, partially due to increased pressure for admissions to acute care, the Region did not come in on budget this year. This is the first time in the last several years that we have been over budget. We have established a plan for 2010-2011 to recover our deficit and meet the 2010-2011 budget.

Respectfully submitted,

Jim Rhode
Chairperson, Saskatoon Regional Health Authority

WHO WE ARE

I. *Vision, Mission, Values and Strategic Directions*

Our Vision	- Healthiest people, healthiest communities, exceptional service
Our Mission	- We improve health through excellence and innovation in service, education and research, building on the strengths of our people and partnerships
Our Values	- We believe that our daily actions, interactions, and decisions will reflect: **Respect** • recognizing that all people and their needs are important **Compassion** • caring genuinely for others **Excellence** • pursuing quality in all that we do **Stewardship** • demonstrating trust and integrity in our responsible use of resources **Collaboration** • cultivating and honouring relationships to better serve our communities
Strategic Directions	- Transforming the Care and Service Experience - Transforming the Work Experience - Partnering for Improved Health for Aboriginal People - Building a Sustainable Integrated System - Fostering Research, Learning, and Innovation

The Saskatoon Health Region is committed to achieving our vision through changes that move us forward in the strategic directions set out in the 2007-2010 Health Region Strategic Plan (published on http://www.saskatoonhealthRegion.ca/about_us/strategic_home.htm). In 2009-2010, we continued to implement these initiatives and our progress is described in this report.

Our values are reflected in our decisions, behaviours and actions. Our choices as individuals and as an organization make a difference to the efficiency, effectiveness, quality, safety and outcomes of the services provided. A positive attitude and a commitment to working in partnership with others create an environment where people feel safe and welcomed, can learn and grow, and have opportunities to contribute in innovative ways. This directly plays a part in building a more responsive system that puts patients, residents, clients and families at the centre of their care. A healthy workplace and service excellence leads to a fulfilling work experience for staff and physicians and to a positive care experience for patients, residents, clients and families.

The Region also has an accountability agreement with the Ministry of Health. The accountability agreement is based on the Ministry's strategic and operational directions. Actions are expected within 4 pillars: Health of the Individual, Providers, Sustainability and Health of the Population. Each of the pillars has goals that Regions are expected to meet. Under Health of the Individual, the goals relate to providing exceptional care and service, having timely access to quality care, and working to improve health care safety. Under Providers, the goals relate to providers having a commitment to creating a caring and high performance environment and having a highly skilled, professional, diverse workforce. Under Sustainability, the goals relate to aligning the priorities of the health system with the priorities of the government and the health system having the required operating resources. In the Health of the Population area the goals relate to initiatives to improve the health of the population and reduce disparities and long term strategies to address social factors that impact people's health.

The Region's strategic directions align well with the Ministry of Health's strategic and operational directions.

II. Overview of Region Services

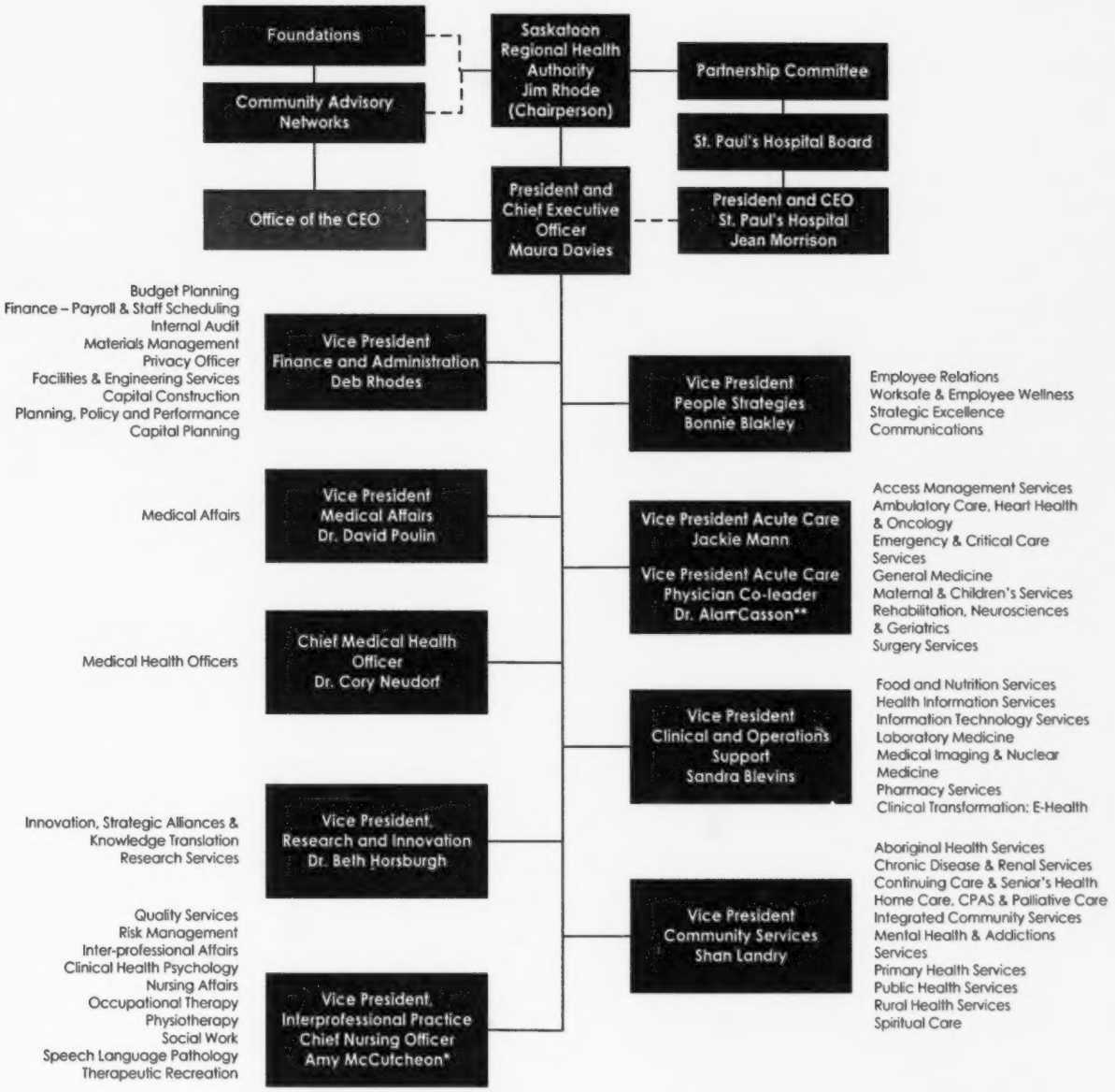
Our Region accounts for 5.25% of Saskatchewan's geographic area and approximately 30% of the province's population. It encompasses 71 communities, 33 whole and 14 partial rural municipalities and 6 First Nations reserves (2 of which are urban reserves). More than 13,000 staff and 847 physicians, supported by an estimated 8,000 volunteers, provide comprehensive health services to over 300,000 residents of the Region. The Region also serves the rest of Saskatchewan, as the provider of provincial and specialized services. In general, over 30% of those who receive day surgery or inpatient hospital services live outside of the Region's geographic boundaries. For some specialized services that proportion can be over 50%.

Our Region provides a comprehensive range of health services in the areas of ambulance, rehabilitation, community, mental health, long-term care and hospital services. These services are delivered in 10 hospitals, 29 long-term care facilities, 12 primary health care sites, 14 public health sites, a variety of community and business locations and in private residences throughout the Region. While many of the facilities are owned and operated by the Region, we also work in partnership with affiliate health care organizations. In addition, the Region enjoys a fully integrated interdependent partnership with St. Paul's Hospital that is unique to any other that exists in Canada.

The Region is an academic health care organization with responsibility to facilitate education and research for the benefit of Saskatchewan. This role necessitates a strong interdependent relationship with the University of Saskatchewan, the Saskatchewan Institute of Applied Science and Technology (SIAST), the First Nations University of Canada (FNUC), the Saskatchewan Indian Institute of Technologies, the Dumont Technical Institute and a variety of other Regional colleges. On an annual basis, the Region provides training opportunities for more than 2,000 health sciences students in addition to students from non-clinical educational programs. Each student may have more than one placement in the Region within a year. Placements vary in length from part of a day to several weeks depending on the education and training to be provided. We estimate that up to 4,000 placements occur in a year.

The facilitation of research and innovation is integral to improving the care and services provided by academic health care organizations. At the end of the 2009-2010 there were 313 research studies in progress within the Region.

III. Governance and Organization Structure



Shared governance relationship with St. Paul's Hospital Board

Emergency Services
Laboratory Medicine
Medical Imaging and Nuclear Medicine
Mental Health and Addictions Services
Palliative Care
Pharmacy Services
Pre-hospital Services
Renal Services
Spiritual Care
Volunteer Services

Notes: Positions held are as of March 31, 2010
* December 2009-April 2010
** on leave

IV. Senior Leadership Team

The members of the executive team, as of March 31, 2010, are listed below.

Maura Davies President & Chief Executive Officer	**Jean Morrison** President & Chief Executive Officer, St. Paul's Hospital
Amy McCutcheon* Vice President, Interprofessional Practice, Chief Nursing Officer	**Dr. Cory Neudorf** Chief Medical Health Officer
Jackie Mann Vice President, Acute Care	**Dr. Alan Casson**** Vice President, Acute Care – Physician Co-leader
Sandra Blevins Vice President, Clinical & Operations Support	**Dr. David Poulin** Vice President, Medical Affairs
Bonnie Blakley Vice President, People Strategies	**Deb Rhodes** Vice President, Finance and Administration
Shan Landry Vice President, Community Services	**Beth Horsburgh** Vice President Research and Innovation and Associate Vice President Research – Health University of Saskatchewan

* December 2009 - April 2010

** On leave

V. *Saskatoon Health Region Practitioner Advisory Committee*

With the implementation of the new Practitioner Staff Bylaws in April 2007, the Saskatoon Regional Health Authority's Practitioner Advisory Committee (PAC) was established. This Committee acts as an advisor to Dr. David Poulin, the Senior Medical Officer (SMO), with respect to practitioner staff administration, quality care, human resource planning and appointments, re-appointments, termination, suspension, discipline and privileging of members of the practitioner staff. The Committee has representation from various departments and divisions, and from other stakeholders such as the College of Medicine and Saskatoon Regional Medical Association. Effective March 2010, the following were members of the PAC:

Name	Department / Organization
Bingham, William	Pediatrics
Campbell, Dave	Anesthesiology
Casson, Alan	Surgery
Chernoff, Roy	Family Medicine
Colleaux, Kevin	Opthamology
Hoeppner, Vern	Medicine
Hohn, Frank	Dentistry/Oral & Maxillofacial Surgery
Kirchgesner, Daniel	Vice President, SRMA
Krahn, John	Laboratory Medicine
Kukha-Mohamad, Shirwan	Psychiatry
Mainprize, Thomas	Obstetrics & Gynecology
McIntosh, Don	Medical Imaging
Neudorf, Cory	Chief Medical Health Officer
Obayan, Aderonke	PAIRS Representative
Popkin, David	Oncology
Rudachyk, Lila	Physical Medicine & Rehabilitation
Shaw, Susan	Adult Critical Care
Stefiuk, Don	President, SRMA
Stempien, James	Emergency Medicine
Stoneham, Grant	Associate Dean College of Medicine
Yelland, Joel	Long Term Care
Administrative Members	**Title**
Maura Davies	President & CEO – SHR
Dr. David Poulin (PAC Chair)	VP, Medical Affairs
Beth Horsburgh	VP, Research & Innovation
Deb Rhodes	VP, Finance & Administration
Jackie Mann	VP, Acute Care – SHR
Jean Morrison	President & CEO – St. Paul's Hospital
Sandra Blevins	VP, Clinical & Operations Support - SHR
Amy McCutcheon*	VP, Inter-professional Practice/CNO
Shan Landry	VP Community Services
Marcel Nobert	Director, Medical Affairs
Evert Van Olst	SHR Legal Council

*December 2009 - April 2010

VI. Health Care Organizations And Other Relationships

The Region works closely with a number of affiliated agencies and other health care organizations in providing services and programs to residents of the Region and the province. An affiliate, as defined by ***The Regional Health Services Act***, is an operator (other than the Region) of a hospital or a not-for-profit special care home. A health care organization, as defined by the Act, is an affiliate, or an organization prescribed in regulation, that receives funding from a Regional Health Authority (RHA) to provide health services.

The affiliates and health care organizations that received funding through the Region in 2009-2010 are listed in the table below.

Affiliates	Service Provided
Bethany Pioneer Village Inc.*	Long-term care services
Circle Drive Special Care Home Inc.*	
Duck Lake and District Nursing Home Inc.*	
Jubilee Residences Inc. (Porteous Lodge)*	Long-term care and day program services
Jubilee Residences Inc. (Stensrud Lodge)*	Long-term care services
Lakeview Pioneer Lodge Inc.*	
Luther Care Communities (Lutheran Sunset Home)*	
Mennonite Nursing Home Inc.*	Long-term care, respite and day program services
Oliver Lodge*	
Saskatoon Convalescent Home*	
Sherbrooke Community Society Inc. (Central Haven Special Care Home)*	Long-term care services
Sherbrooke Community Society Inc. (Sherbrooke Community Centre)*	Long-term care, respite and day program services
Spruce Manor Special Care Home Inc.*	Long-term care services
St. Ann's Senior Citizens Village Corporation*	
St. Joseph's Home for the Aged*	
Strasbourg and District Health Centre **	Health Centre
Sunnyside Adventist Care Centre *	Long-term care services
Warman Mennonite Special Care Home Inc.*	Long-term care and respite services

Notes respecting relationship and accountability to the Region:

* *Operating agreement outlining contractual obligations; audited financial statements*

** *Funding arrangement for services; audited financial report*

Other contracted organizations assist the SRHA in achieving its goals. The community-based organizations and third parties that received funding through the Region in 2009-2010 are listed below.

Community-Based Organizations and Third Parties	*Service Provided*	*Relationship and Accountability to the Health Region*
Autism Treatment Services of Saskatchewan Inc.	Home and community-based support, counselling and treatment services to autistic children and youth and their families	Contractual agreement outlining obligations; quarterly reports and audits; annual financial report.
Canadian Mental Health Association	Pre-vocational and vocational programs for adults disabled with long-term mental illness	Contractual agreement outlining obligations; monthly reports and audits; monthly statistics; annual financial report.
Central Urban Metis Federation (1993) Inc.	Residential transition service for males with addictions	Contractual agreement outlining obligations; monthly reports and audits; monthly statistics; annual financial report.
Community Health Services (Saskatoon) Association Ltd.	Nurse practitioner Primary health services	Partnership agreement; annual report covering delivery of services, revenues and expenditures under agreement; accounts, records or information upon request.
Cosmopolitan Industries Ltd.	Programming to enhance daily living skills for adults who are severely mentally and/or multiply challenged	No formal agreement; receive annual grant; annual report.
Crocus Cooperative	Pre-vocational and vocational programs for adults disabled with long-term mental illness	Contractual agreement outlining obligations; monthly reports and audits; monthly statistics; annual financial report.
Elmwood Residence Inc.	Residences and programming for intellectually challenged individuals	No formal agreement; receive annual grant; annual report.
Humboldt and District Ambulance Service	Pre-hospital ambulance and emergency care	Contractual agreement; audited financial statements.
Langham Senior Citizens Home	Long-term care services	Contractual agreement; reports, records, and information provided as necessary on the provision of services.
Lanigan and District Ambulance Association	Pre-hospital ambulance and emergency care	Contractual agreement; audited financial statements; annual trip data.
M.D. Ambulance Care Ltd.	Pre-hospital ambulance and emergency care, interfacility transfers	Contractual agreement outlining reciprocal obligations; monthly statistics; audited financial statements.
Midway Ambulance Care Ltd.	Pre-hospital ambulance and emergency care	Contractual agreement; audited financial statements; annual trip data.
Newcomer Information Centre	Development coordinator – 18 month secondment	Contractual agreement.
Preston Nursing Home, Saskatoon of Extendicare (Canada) Inc.	Long-term care services	Contractual agreement; share financial and other information as necessary on the provision of services.
Quill Plains Ambulance Care Ltd.	Pre-hospital ambulance and emergency care	Contractual agreement; audited financial statements.
Rosthern and District Ambulance	Pre-hospital ambulance and emergency care	Contractual agreement; audited financial statements; monthly performance status reports.

Community-Based Organizations and Third Parties	*Service Provided*	*Relationship and Accountability to the Health Region*
Saskatoon Council on Aging Inc.	Programming to enhance daily living skills for adults who are severely mentally and/or multiply challenged	Grant funding.
Saskatoon Crisis Intervention Services, Inc.	Crisis management for adults disabled by mental illness and with problems maintaining connections with other agencies.	Contractual agreement outlining obligations; quarterly reports and audits; annual financial report.
Saskatoon Housing Coalition, Inc.	Operates Supportive Apartment Living Program and provides outreach and group home services for adults disabled by long-term mental illness	Contractual agreement outlining obligations; monthly reports and audits; monthly statistics; annual financial report.
Saskatoon Services for Seniors	Programming to enhance daily living skills for adults who are severely mentally and/or multiply challenged	Grant funding.
Saskatoon Tribal Council Urban First Nation Services Inc.	Partial funding for safe house	Yearly audited statement.
Senior Sisters of Sion Residence	Long-term care services	Grant funding.
Shamrock Ambulance Care Inc.	Pre-hospital ambulance and emergency care	Contractual agreement; audited financial statements.
Strasbourg Ambulance Service	Pre-hospital ambulance and emergency care	Contractual agreement; audited financial statements; annual trip data.
Student Wellness Initiative Toward Community Health (SWITCH)	Operational funds in student managed inter-professional clinic	Service agreement; provide financial and performance information on request.
The Saskatoon Downtown Youth Centre, Inc.	Residential transition service for youths with addictions	Contractual agreement outlining obligations; monthly reports and audits; monthly statistics; annual financial report.
University of Saskatchewan Student Health Centre	Nurse practitioner Primary health services	Grant agreement; annual report covering delivery of services, revenues and expenditures under agreement; accounts, records or information upon request.
Wakaw Ambulance Service	Pre-hospital ambulance and emergency care	Contractual agreement; financial statements; performance status reports provided on request.
Wynyard and District Community Health Clinic Assoc. Ltd.	Nurse practitioner Primary health services	Annual report and audited financial statements.
Young Women's Christian Association	Respite and short term housing for women with mental health challenges	Contract under development.

In July 2007, the Region and the U of S, with support from the Saskatchewan Health Research Foundation, pooled resources to create the Office of the Associate Vice-President Research – Health and the Vice-President Research and Innovation with joint commitments for health research and innovation. The Mission of the office is to catalyze health research and innovation opportunities across the Saskatoon Health Region, University of Saskatchewan, and other partners. The office focuses on identifying, developing, and championing opportunities that take advantage of existing strengths and responds to priority needs (local, provincial, national, international); cultivates supportive relationships

and partnerships; facilitates and/or leads the development of effective policies, best practices and processes; and identifies systemic barriers and works effectively with others toward their resolution. The office is currently focusing on a number of key initiatives, including the Saskatchewan Collaborative for Innovation in Health Imaging (SCI-HI), a Clinical Investigations Unit, and research policy development. In addition, the office is focusing on formalizing relationships and partnerships, determining how to best support the use of evidence and best practices in delivering strategic priorities, identifying opportunities to improve services and supports, and developing research communications.

In addition, the Region has many informal planning and working relationships with special interest and support groups, community-based organizations and other human services agencies.

VII. Governance and Transparency

The Saskatoon Regional Health Authority

Saskatoon Health Region is governed by the 12-member appointed Saskatoon Regional Health Authority, which is accountable to the Minister of Health. At the end of 2009-2010, the Saskatoon Regional Health Authority members were:

- Jim Rhode, Chairperson
- Colleen Christensen, Vice Chairperson
- Gary Beaudin
- Randy Donauer
- Doug Finnie
- Ross Huckle
- Frank Lukowich
- Don Ravis
- Marilyn Scott
- Mike Stensrud
- Darcy Swiderski
- Carol Teichrob

The Authority was at a full complement of 12 members beginning February 6, 2009, and was appointed by an Order in Council to a term not to exceed January 27, 2012. For information on the Authority members, visit the Saskatoon Region web site: **www.saskatoonhealthregion.ca**

The operation of the Saskatoon Regional Health Authority was supported by seven Authority Committees during 2009-2010: the Executive Committee, the Audit and Finance Committee, the Human Resources Committee, the Partnership Committee, the Policy and Governance Committee, the Quality and Safety Committee and the Stakeholder Relations Committee. Each Committee included three or more members of the Authority and had terms of reference defined in Authority policy.

The Roles of the Committees are as Follows:

- Executive Committee: Addresses emerging SRHA matters during the intervals between regular meetings.
- Audit and Finance Committee: Oversees financial reporting process, business risk process and adequacy of internal controls, relationships with external and internal auditors, and compliance issues. Ensures management has effective systems of control. Facilitates the audit function.
- Human Resources Committee: Provides oversight for the human resource strategies and policies of the Saskatoon Region including CEO Evaluation.
- Partnership Committee (SRHA and SPH): Provides oversight for the two organization's shared operational responsibilities.
- Quality and Safety Committee: Assists the Saskatoon Regional Health Authority and the St. Paul's Hospital Board in carrying out their governance role related to quality of care and patient safety throughout the Region. Dimensions of quality to be addressed by the committee include accessibility, equity, client centeredness, efficiency, effectiveness, safety and competency.

- Policy and Governance Committee: Leads annual review of Authority policies and bylaws. Identifies need for new policies. Monitors and reviews Authority performance and conducts formal Authority self-evaluation. Facilitates the education and professional development of the Authority and its members.
- Stakeholder Relations Committee: Assists the Authority to build and maintain stakeholder relationships in a strategic, planned and systematic way.

Transparency

The Authority remains committed to ensuring it has a presence throughout the Region. Accordingly, two regular Authority meeting were scheduled outside of Saskatoon in 2009-2010, in Watrous in June 09 and at the Rosthern Union Hospital in October 2009.

Saskatoon Regional Health Authority is responsible for maintaining and enhancing public confidence in the health care system and in Saskatoon Region. This is done in a variety of ways from ensuring timely access to quality services and being sound stewards of financial resources to the holding of regular public meetings.

During 2009-2010, the Saskatoon Regional Health Authority continued to take actions that support public transparency of its operations, including: advertising Authority meetings in community newspapers; issuing media advisories on Authority meetings and agendas; posting on a website the Authority meeting dates, minutes and information on Authority members; holding regular business meetings in public; reporting on Authority activities in the Region's internal and external newsletters; issuing press releases for key announcements; and being responsive to media requests for information that are directed to informing the public. In addition, the quarterly performance results monitored by the Authority are posted on the Region's external web page at: http://www.saskatoonhealthregion.ca/about_us/performance_indicators.htm

The Authority approved a new Governance Charter. The Charter details the roles and responsibilities, functions and structures of the Authority that are linked to the Accountability Document with the Ministry of Health and the Region's strategic plan. The Governance Charter can be found at http://www.saskatoonhealthregion.ca/about_us/policies/SRHACharter-approved.pdf. During the process of approving the Governance Charter the provincial bylaws were re-affirmed by the Authority.

As part of a continuing process of enhancing accountability reporting, during 2009-2010 the Saskatoon Regional Health Authority continued to receive quarterly reports based on a governance and executive level performance scorecard for the Region. This reporting was aligned with the provincial quarterly performance dashboard reports on all Regional Health Authorities.

VIII. Community Advisory Networks

In 2001, the Government of Saskatchewan's objectives called for the formation of Community Advisory Networks in Regional health authorities throughout the province. In 2002, the passing of ***The Regional Health Services Act*** brought 12 Regions into existence and mandated them to establish Community Advisory Networks to advise on planning for the provision of health services. Following is a map of the 4 community advisory networks located in the Saskatoon Region.

The Saskatoon Regional Health Authority appointed interested members of the public to form four Community Advisory Networks, organized geographically – three encompassing rural areas and the fourth being the City of Saskatoon, as indicated in the following map.

The Community Advisory Networks first formed in 2003 to advise the authority have now moved on to a different focus and structure. The Stakeholders Committee of the Authority has developed an annual consultation process with a multitude of stakeholder groups. Each care group and new project is required to include community engagement and client, family, patient and community involvement as part of their accountability. A learning module for teaching all different levels of the organization to use and tailor specific community advisory processes successfully is under development. The Authority has also proposed a new community participation segment to all public board meetings which will commence in the 2010 – 2011 fiscal year.

OUR REGION

The Saskatoon Health Region is a mix of young and old, urban and rural, Canadian-born and immigrants, and Aboriginal and non-Aboriginal citizens. The Region spans over 32,000 square kilometres and is home to over 300,000 people. This section includes key health status indicators in the Region, and an examination of key geographical, social and economic factors that affect the population.

Two reports have been formally released since the last annual report: the 2008 Health Status Report released in May 2009[1] and the Rural Health Status Report in November 2009.[2] Much of the data included here will be reflected in these reports, with updates to the data where possible.

I. Key Geographical, Social and Economic Factors

Geography is an important factor in people's health specifically related to rural living conditions. Many past reports have noted that rural residents tend to have poorer health status than urban residents. In 2009, the Public Health Observatory in SHR undertook a health status report focusing on rural residents. What it found was that the health status of rural residents was at least as good, if not better, than for urban Region residents. This is in contrast to what is reported nationally. There were however a few areas where health status indicators were not as favourable for rural residents: physical activity, vegetable and fruit consumption, and motor vehicle collision mortality. These findings are helping to inform a rural health strategy currently being developed in the Region.

Population Demographics

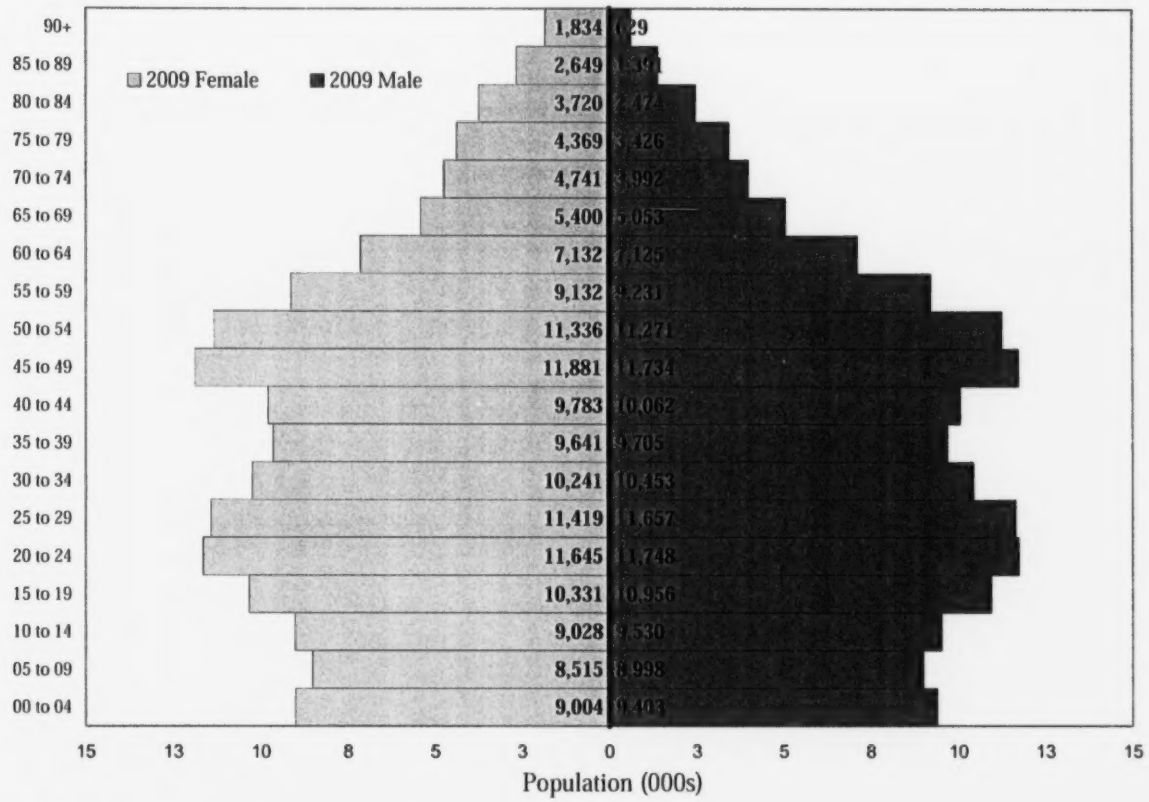
The Region has experienced steady **population growth** since 1995. The population in 2009 was 300,638, an increase of over 25,000 or 9% since 1995. The age and gender breakdown is shown in the following population pyramid.

---

[1] Neudorf C Marko J., Wright J., Ugolini C., Kershaw T., Whitehead S., Opondo J., Findlater R. 2009. Health status report 2008: A report of the Chief Medical Health Officer. Saskatoon: Saskatoon Health Region. Available at http://www.saskatoonhealthregion.ca/your_health/documents/PHO/shr_health_status_report_2008_full.pdf

[2] Marko J., Neudorf C., Kershaw T. (2009). Rural Health Status in Saskatoon Health Region. Saskatoon: Saskatoon Health Region. Available at: http://www.saskatoonhealthregion.ca/your_health/documents/PHO/2009RuralHealthStatusReport.pdf

Population by age group and sex, Saskatoon Health Region, 2009



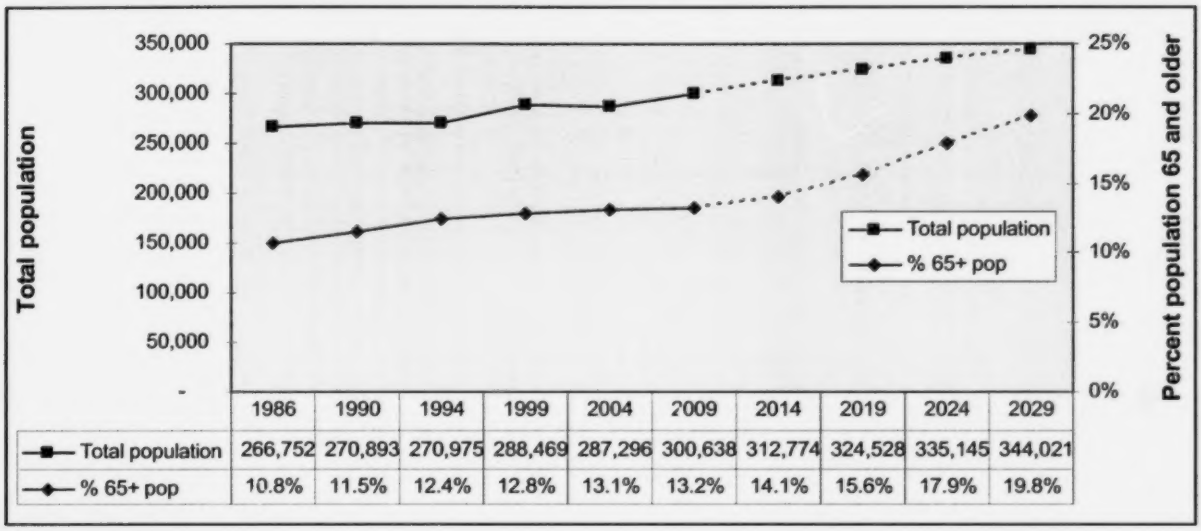
Data source: Saskatchewan Ministry of Health, Covered Population 2009.

The Region is made up of both urban and rural areas. The population is primarily urban, with over 84% of residents living in and around Saskatoon (in the Saskatoon Census Metropolitan Area, or CMA) in 2009. Those living in rural areas of the Region tend to be older than residents in the Saskatoon CMA. For example, while over 15,000 seniors 75 and over lived in the Saskatoon CMA, this represented about 6% of the CMA population, whereas over 4,700 residents in rural areas of the Region were 75 years and over which represented over 10% of the rural population.

Aboriginal status is also an important marker for health, and in the Covered Population database, is indicated as Registered Indian Status (RIS). In 2009, there were over 17,600 RIS residents in the Region, down slightly from the year previous where the total was over 18,200 Slightly less than 80% of RIS residents live in Saskatoon, with the rest living outside the city's borders. Similar to previous years, the RIS population is much younger than the non-RIS population with 55% under 25 years of age compared to about 31% of the non-RIS population.

Population projections updated this past year show that the Region's population will steadily increase to over 344,000 by the year 2029. In addition, the population is projected to continue to age. Almost 20% of the Region's population will be 65 years of age and older by 2029, whereas only 13% of the population was 65 years of age and older in 2009, as shown in the figure below.

Population projections and percentage of population 65 years of age and older, Saskatoon Health Region, 2009-2029



	1986	1990	1994	1999	2004	2009	2014	2019	2024	2029
Total population	266,752	270,893	270,975	288,469	287,296	300,638	312,774	324,528	335,145	344,021
% 65+ pop	10.8%	11.5%	12.4%	12.8%	13.1%	13.2%	14.1%	15.6%	17.9%	19.8%

Note: Dashed lines denote projections. Source: SHR Public Health Services, 2009.

Population growth in the Region is mirrored by recent influxes of residents to the province. Statistics Canada noted that Saskatchewan had the highest fourth quarter growth since 1975. This, coupled with the fact that a lower proportion of people were leaving the province between 2005 and 2009[3] has lead the highest population ever recorded in Saskatchewan at 1,038,018 people at the end of 2009.[4]

As noted in last year's report, **level of income** has one of the most well-documented relationships to health outcomes. People in lower income groups have consistently been shown to have lower life expectancy, and higher rates of disease. This has been shown in the Region as well in past publications.[5] As the Health Status Report showed, poverty levels have decreased as a whole from 2001 to 2006, though there are still thousands of people living below the poverty line in the Region. As a result, community partners including the Region are coming together with a Community Action Plan to reduce health inequities, with one of the key planks being child poverty.

The **unemployment rate** in Saskatchewan has been very low for a number of months. The Statistics Canada Labour Force Survey shows the unemployment rate in both Saskatchewan and the Saskatoon Census Metropolitan Area at 4.3%, as of February 2010 -- the lowest in all of Canada.[6]

The influx of people into the Region and the province and strong employment numbers has made affordable **housing** more difficult to find, especially for lower income families. Average house resale prices increased to $287,803 in the Saskatoon CMA in 2008 -- an increase from $160,000 two years earlier.[7] The 2009 resale prices slipped a little bit, but the forecast for 2010 is a slight increase back to around $286,000.[8]

---

[3] Statistics Canada. (2010) Quarterly Demographic Estimates – October to December 2009. Catalogue no. 91-002-X. Ottawa: Statistics Canada. Available at: http://www.statcan.gc.ca/pub/91-002-x/91-002-x2009004-eng.htm

[4] Statistics Canada. (2010). The daily. March 25, 2010. Ottawa: Statistics Canada. Available at: http://www.statcan.gc.ca/daily-quotidien/100325/dq100325-eng.pdf

[5] Lemstra M, Neudorf C, Opondo J. (2006). Health disparity by neighbourhood income. Canadian Journal of Public Health, 97(6), 435-439.

[6] Statistics Canada. (2010). Labour Force Information. Catalogue no. 71-001-X. Ottawa: Statistics Canada. Available at: http://www.statcan.gc.ca/pub/71-001-x/71-001-x2010003-eng.htm

[7] Canadian Mortgage and Housing Corporation. (2009). Housing market outlook. Saskatoon CMA. Ottawa: CMHC. Available at: http://www.cmhc-schl.gc.ca/odpub/esub/64351/64351_2009_B02.pdf?sid=3d2a631c4e6c4bbebc5404af2a913d72&fr=1270758504703

[8] Ibid

Rental prices for a two bedroom apartment were at $905 in the Saskatoon CMA in October 2009. This represented an 8.3% increase from a year previous and was the second highest increase in the country (behind Regina).[9] Given the large increases in housing costs in the Saskatoon area, initiatives to increase affordable housing options were recommended in the Health Status Report.

A **cost of healthy eating** report for the province is about to be released and shows that for a family of four the cost of the 2008 National Nutritious Food Basket is $887.75 per month.[10] Access to healthy foods from grocery stores has been shown to be lacking in some inner city neighbourhoods in Saskatoon. This has prompted a recommendation for improving food security in the Region in the Health Status Report.

Crime is a key factor related to health and Saskatoon CMA's **crime severity rate** was third highest in Canada. On the plus side, the crime severity rate for Saskatoon dropped 13% in 2008.[11]

Drinking water is a key concern for all the Region's residents, especially those in rural areas of the region. Alternatives to deregulation of small drinking water systems, such as adequate funding for treatment infrastructure, or a more sensitive surveillance system in rural areas of the Region were key recommendations in the Health Status Report.

Many of the **health related behaviours** that were reported on last year are not updateable because numbers come from the Canadian Community Health Survey, which only publishes statistics every two years. However, the Region has conducted a school health survey of students in grades five to eight in Saskatoon, most recently in 2008/09.[12] A series of questions were asked in three main areas: physical activity, bullying, and mental health. It was found that only 7.7% of students had optimal **physical activity**, with one in five being considered overweight or obese.

Overall 17% of the students reported that they were **bullied** either physically, verbally, socially, or electronically every week or many times per week. In addition, almost three quarters of students reported very good to excellent self reported **mental health**.

Results were analysed according to neighbourhood income. Students attending schools in low income neighbourhoods experienced significantly lower physical activity rates, higher overweight or obesity rates, more bullying of all forms, and poorer general health than students attending schools in affluent neighbourhoods. Interventions to help reduce these inequities have been initiated including enhanced physical education and baseline fit testing and enhanced curriculum for mental health in select schools in Saskatoon.

II. Health Status

a) Chronic Conditions

No new updates to the leading causes of death were available for this year because of issues in accessing data. Last year it was reported that chronic diseases of the circulatory system, cancers, respiratory system and injuries were the most prevalent conditions in the Region. These results are not expected to have changed.

The 2008 Health Status Report found that **diabetes mellitus** is a chronic condition of particular concern as it is the only chronic condition studied that saw increases in both hospitalizations and death rates since 2001. It is projected that diabetes prevalence will more than double from 4.2% in 2000 to 9.9% by 2020 across Canada.[13]

---

[9] Canadian Mortgage and Housing Corporation. (2009). Rental market report. Saskatoon CMA. Ottawa: CMHC. Available at: http://www.cmhc-schl.gc.ca/odpub/esub/64443/64443_2009_A01.pdf?sid=f85366af0eab476abf8d2e437cb66694&fr=1270760191890

[10] Public Health Nutritionists of Saskatchewan Working Group. (In press). The cost of healthy eating in Saskatchewan 2009. Impact on food security. Saskatoon: Public Health Nutritionists of Saskatchewan.

[11] Wallace M. (2009). Police-reported crime statistics in Canada, 2008. Juristat Vol 29 no. 3. Catalogue no. 85-002-X. Ottawa: Statistics Canada. Available at: http://www.statcan.gc.ca/pub/85-002-x/85-002-x2009003-eng.htm

[12] Scott C. (In press). The Saskatoon Health Region student health survey. A comprehensive report. Saskatoon: Saskatoon Health Region.

[13] Somerville R. (2009). An economic tsunami: The cost of diabetes in Canada. Toronto, ON: Canadian Diabetes Association.

The senior leadership team within the Region commissioned a health equity audit of diabetes in Saskatoon. The purpose of the audit was to examine whether diabetic residents from low income neighbourhoods experienced worse complication rates than other residents. In addition, Registered Indian Status (RIS) and urban and rural groups were examined.

Results of the audit showed that diabetic residents of low income and middle income neighbourhoods experienced significantly higher rates of complications from diabetes than diabetic residents in the most affluent neighbourhoods of Saskatoon. The audit also showed that diabetic RIS populations had complication rates significantly higher than non-RIS populations. The significant differences between sub-groups revealed that diabetics in low income neighbourhoods and those RIS populations may not be getting appropriate primary care for their diabetes. An evaluation plan is in place for the Live Well Chronic Disease Management program offered in the region to help understand how effective programming is for Aboriginal and immigrant populations.

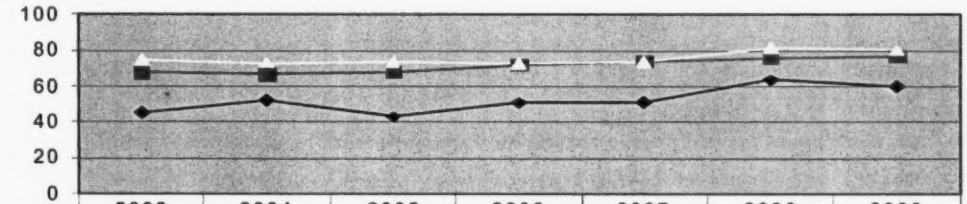
b) Infectious Disease

Immunization is the most effective way to prevent infectious disease. Worldwide, child immunization coverage is a recognized indicator of population health and health system performance. In 2009, 76.1 percent of two years olds had received two doses of measles, mumps and rubella (the recommended amount). The overall trend for two year old coverage percentage in the Region has been increasing since 2007, however there continues to be disparities in immunization coverage between low income neighbourhoods and other areas of Saskatoon.

To address the disparities in immunization coverage rates the Region implemented a number of initiatives aimed at providing reminders to parents/guardians of young children. One project involved contacting parents/guardians of 14-month-olds and 20-months olds who were behind in their immunization schedule. Initially, these reminders were made via telephone but since January 2009, reminders have been made through the mail. In addition, home visits have been offered to residents of three low income neighbourhoods in Saskatoon. Another immunization reminder project was implemented by SHR's Building Health Equity Team[14] specifically for children living in six low income neighbourhoods in Saskatoon.

Results of the initiatives showed increases in coverage rates for two year olds living in low income neighbourhoods for measles and rubella from 50.9% to 63.5% between 2007 and 2008, the first year the interventions began. This percentage increase was greater than for any other area in the Region. The initiatives are ongoing in hopes of increasing coverage rates even further and to reducing the inequities that exist.

2 year measles & rubella (MR), core, non-core and rural SHR



	2003	2004	2005	2006	2007	2008	2009
Core nbhds	45.4	52.3	42.9	50.7	50.9	63.5	59.9
Non-core nbhds	67.6	66.9	68.3	72.2	74	76	76.9
Rural SHR	74.7	73.3	73.5	72.9	73.7	81.6	80.3

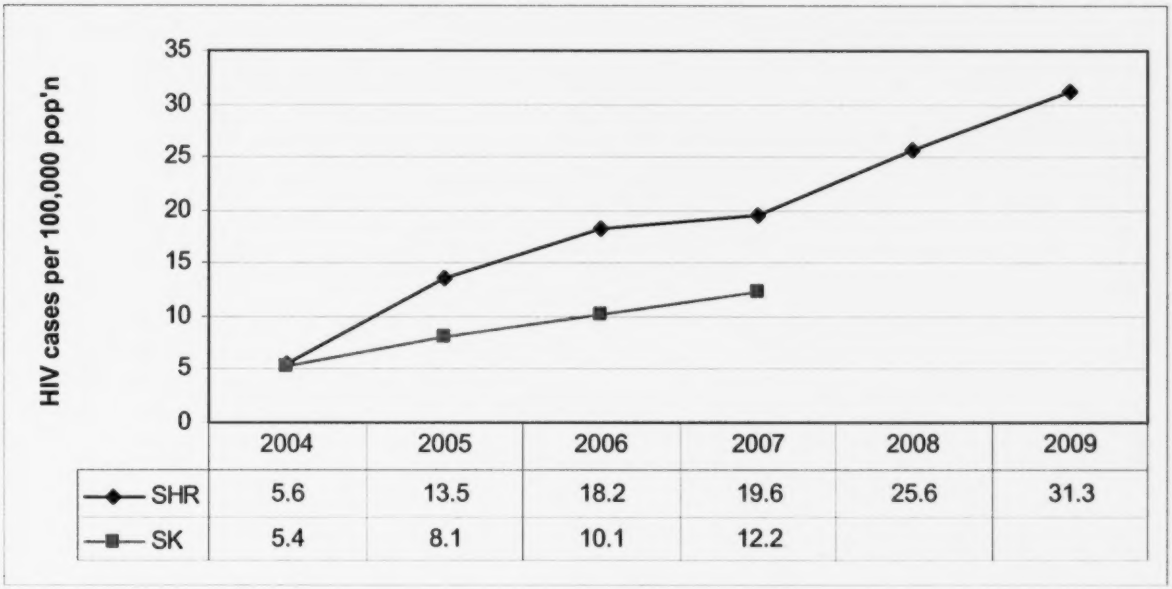
[14] Public Health Services assigned resources to a four-year community-based learning and community development intervention to work towards addressing health disparities in six low income neighbourhoods in Saskatoon.

Communicable diseases impact overall health status. In the Region, some of these diseases, including sexually transmitted infections and bloodborne pathogens, are at rates higher than national averages. We focus here on three in particular, Syphilis, HIV and Hepatitis C.

Syphilis is a sexually transmitted disease that is infectious in the primary, secondary and early-latent stages. Untreated syphilis can result in serious neurological damage and congenital anomalies or death in fetus'. After decades of very low incidence in the western world, infectious syphilis rates began to increase in the 1990s. An almost doubling of the syphilis rates in 2009 has been seen in the Region.

Human immunodeficiency virus, **HIV**, is an infection that can lead to acquired immunodeficiency syndrome (AIDS), where the immune system fails leading to life-threatening infections. Since 2004 there has been a sharp increase in the number of new cases of HIV reported in the Region with a rate of 31.3 per 100,000 in 2009. The 2009 figures should be considered preliminary. The Region typically has a rate one-third higher than Saskatchewan was a whole. Compared to the national HIV profile, a higher proportion of cases in Saskatchewan are Aboriginal, female, and injection drug users.

HIV crude incidence rates, SHR and Saskatchewan, 2004-2009



	2004	2005	2006	2007	2008	2009
SHR	5.6	13.5	18.2	19.6	25.6	31.3
SK	5.4	8.1	10.1	12.2		

Source: Public Health Services, SHR.

Hepatitis C is a chronic liver disease caused by the hepatitis C virus (HCV), a bloodborne pathogen. The Region has over 200 new cases of HCV reported each year, representing about 10% of all reportable communicable disease. Hepatitis C incidence rates have increased from 63.3 per 100,000 in 1996 to 82.4 in 2008. This is in contrast to what is happening at a national level, where Hepatitis C rates have decreased since 1997.

The Health Status Report included recommendations on how to promote the reduction of high risk behaviours to protect individuals from sexually transmitted infections and HIV. Some of these includes an action plan to develop a region-wide multiple risk assessment study with implementation of interventions found to be effective and increased community level research into HIV to better understand local transmission dynamics.

III. Emerging Health Threats

2009/2010 was an eventful year because of Pandemic H1N1. In spring 2009, cases of influenza A H1N1 were recorded starting in Mexico and began to spread globally. The World Health Organization (WHO) declared a global pandemic on June 11, 2009. On July 17, there had been so many cases worldwide that a WHO decision was made to stop counting cases, and only report hospitalizations and deaths attributed to Pandemic H1N1. After a somewhat dormant summer for influenza activity, early autumn saw a spike in influenza levels. On October 23, 2009, the Minister of Health for Canada announced that the second wave of influenza had officially begun.[15]

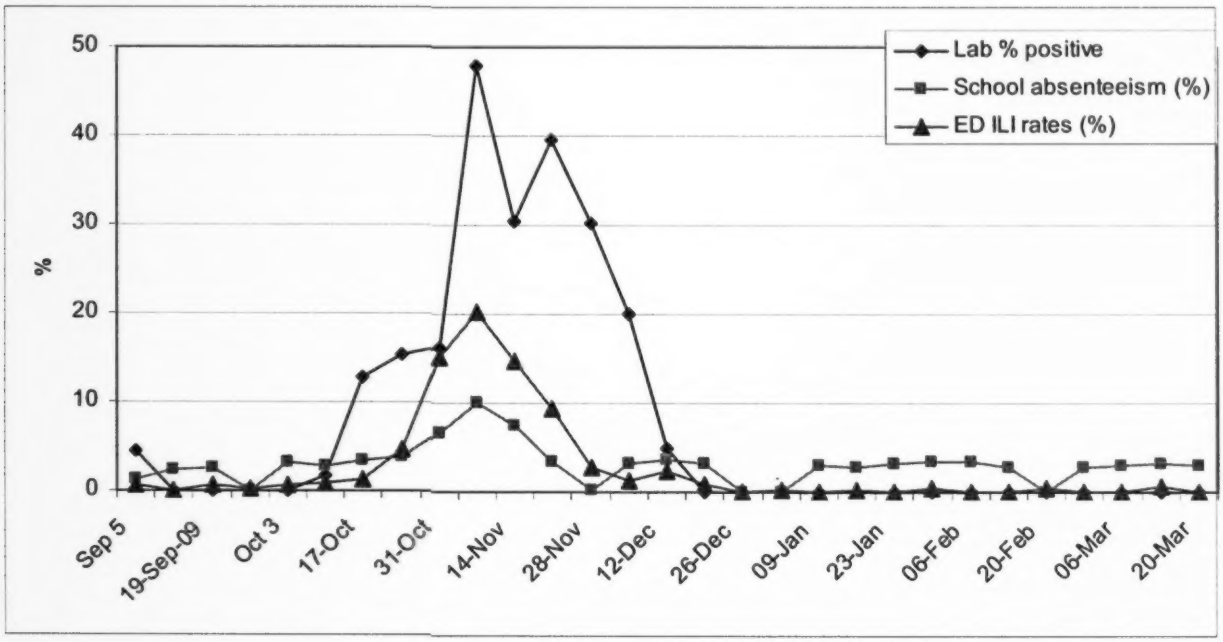
The epidemiology of the pandemic showed the following groups at elevated risk:[16]

- Children and young adults less than 24 years
- Pregnant females
- Aboriginal populations
- Obese individuals

As of December 17, 2009, 46.2% of the population in the Region was immunized for pH1N1, with over 80% of SHR staff having been immunized. Over 70% of school age children less than 10 years old received immunization for H1N1.

Between September 1, 2009 and March 31, 2010 a total of 648 cases of Influenza A pH1N1 were reported to the Region's Public Health Services Department. Other community based surveillance indicators were tracked and the following graph shows that most of the influenza activity occurred in the early part of November, 2009. Activity has dropped off almost completely since December 2009.

Influenza indicators, SHR, Sept 2009-March 2010



Source: Public Health Services, 2010

[15] Public Health Agency of Canada. (2009). Flu watch October 18, 2009 to October 24, 2009. Ottawa: PHAC. Available at: http://origin.phac-aspc.gc.ca/fluwatch/09-10/w42_09/pdf/fw2009-42-eng.pdf

[16] Low D. Risk assessment: An expert interview with Donald E Low, MD, FRCPC. Medscape. CME.

Though pH1N1 activity has now subsided, it should be noted that the burden of this year's influenza season was large. Many people were admitted to hospital, in some cases to intensive care units; emergency departments, and school illness absenteeism rates were very high in comparison to other flu seasons. Many believe that pH1N1 will be one of the circulating strains for next year's influenza season.

IV. Opportunities

The Public Health Observatory within the Region, in collaboration with many community partners, is about to unveil *CommunityView Collaboration,* a public, interactive website that contains many health and social data and indicators not previously available for the general public. *CommunityView Collaboration* has taken many years to construct and has the ability to enhance future decision making, not only within SHR, but in the broader social services sector. It is anticipated this website will be available in fall 2010.

V. Other Factors Shaping Strategy

A reading of the literature around trends in health care points to a number of changes that can be anticipated with some certainty. One such list comes from the Harvard Business Review Insight Centre[17]: checklists, behavioural economics, patient portals, payment innovations, evidence-based decision making, accountable care organizations, regenerative medicine, virtual visits, genetics enters practice, and surgical robotics.

The following issues on the horizon are from the CIHI publication, Health Care in Canada 2009:[18]

- Major challenge is defining the most effective ways to reduce health disparities (p. 40)
- Will there be population-wide behaviour changes to arrest the increases in obesity and diabetes that threaten to halt the upward trend in health status? (p.41)
- Interpreting data on financial expenditures is difficult because there is no standard approach to linking volumes and activity to clinical and population heath outcomes, nor is there a method for comparing observed to "ideal" efficiency, or otherwise assessing value for money. (p. 55)
- Overall, the supply of new healthcare graduates will be at an all-time high, further augmented by unprecedented numbers of overseas recruits. (p. 55)
- Biggest issue is the speed with which quality improvement, accountability for performance and e-health are embraced. (p. 56)
- If the vast majority of people experience the median wait time for all procedures, wait times would likely cease to be a major issue. The UK has achieved their target of 18 weeks maximum from time of referral to the completion of any procedure, this required standardized and system-wide approaches to wait list management. (p. 74)
- The most important factors to improving quality include:
  - Converting health information into an electronic format and a culture of evidence-informed decision-making.
  - A shared culture of teamwork, disclosure of near-misses and errors and process improvement.
  - Development of performance indicators and accountability criteria built around quality and safety.
  - Continued investment in safety and quality improvement. (p. 91)
- A major barrier to greater public and patient involvement in decision-making has been access to information. The health information culture and the transition to a patient-centred, high quality health care system are inextricably linked. (p. 103)

---

[17] Health Care Innovations. A Harvard Business Review Insight Center Report. March 2010 Accessible to those attending a HBR Webinar. also found in Morse, Gardiner. Ten Innovations that will transform Medicine. HBR Blog: http://blogs.hbr.org/cs/2010/03/health_care_of_the_future.html?cm_mmc=npv-_-WEEKLY_HOTLIST-_-MAR_2010-HOTLIST0316&referral=00202, retrieved Mar. 16, 2010

[18] Canadian Institute for Health Information, Health Care in Canada 2009: A Decade in Review (Ottawa, Ont. :CIHI 2009)

There was a dominant theme in the literature of the importance of the primary health care system in altering the trajectory of the impact of chronic disease and the reliance on the hospital based illness system that currently exists in Canada. The importance of prevention of illness and promotion of health has been known for decades. Failing to invest adequately in promotion and prevention has led to the current capacity issues in acute care across the country. A recent article in the New England Journal of Medicine[19] discusses 4 reasons why systems have under invested in public health. The first reason given by Hemenway is that the benefits are in the future and the ancient part of our brain is geared to instant satisfaction. From a politician's perspective benefits accruing to people in the future will not be credited to them in the present; they therefore concentrate on the fires of today rather than prevent fires in the future. Secondly, we don't know who exactly will benefit from public health measures, as it deals with "statistical lives," not the lives of an individual person today. People find it difficult to relate to this as opposed to something spectacular that saves someone's life today. The third reason is that people do not understand how their life has been impacted by public health initiatives. People, he suggests, don't recognize that they stayed well today because of air-quality improvements, safe food or traffic safety improvements. Finally many public health measures require societal change which is often resisted. As examples he lists the interests of the alcohol, tobacco, firearm, automobile, coal and oil industries as sometimes running against beneficial public health measures.

The importance of a balanced approach to improving health and health outcomes is promoted by the Institute for Healthcare Improvement through a program entitled The Triple Aim. The Triple Aim advocates addressing the experience of the person, the health of the population and the cost of service. Improving the experience of the person through quality initiatives and client centred care, plus improving the health of the population is expected to drive down costs. The goals of the Region address this plan.

[19] Hemenway, D. Why We Don't Spend Enough on Public Health. New England Journal of Medicine. Posted May 5, 2010. retrieved May 6, 2010 at: http://heathcarereform.nejm.org/?p=3400&query=home

2009-2010 PERFORMANCE RESULTS

The Region's strategic plan focuses on 5 directions:

- ***Transforming the care and service experience***
- ***Transforming the work experience***
- ***Partnering for improved health for Aboriginal people***
- ***Building a sustainable, integrated system***
- ***Fostering research, learning and innovation***

This section reports on some of the activities carried out that address our strategic directions. To measure the impact of implementing these and other activities we report on selected indicators of performance chosen by the Region and the Ministry of Health.

I. Transforming the Care and Service Experience

Within this strategic direction the Region has focused on 3 goals during 09-10:

- Client centred care
- Improving access
- Enhancing the quality and safety of our care

(A) Client and Family Centred Care - The Region continues with a number of initiatives to put clients, patients, residents and families at the centre of care and service, and recognize them as integral members of the care team involved in decisions about their care. This work was already begun prior to the Patient First Review; however, the report from the review continues to inspire the Region in its efforts to become more client and family centred. A Client and Family Centered Care Framework was developed in the past and this year a Client and Family Centered Care Specialist has been hired to assist in embedding that framework in all that the Region does. All new employees participate in a week of orientation prior to starting work. This orientation includes legislative training as well as cultivating change (representative workforce training) and our customer service training program - Great (Greeting, Respect, Exceed expectations, Attitude and Thank-you).

A 2 day workshop focused on Customer Service, "If Disney Ran Your Hospital," was attended by over 400 Region employees. In addition to the 2 day workshops several half day sessions for front line staff were held.

Plans are being completed to educate 50% of current staff in expectations around client and family centered care during 2010-2011.

The Region has begun implementing the Releasing Time to Care (RTC) program. This is a patient-centred approach to improving the quality of care on acute care nursing units, by freeing up caregivers' time for more direct patient care. Although RTC is designed around nursing processes, everyone involved in providing care or services at the unit level - care assistants, pharmacists, therapists, physicians, housekeeping staff, maintenance workers, and dietary staff - has an important role to play in implementing Releasing Time to Care. The long term care sector is making steady gains towards achieving resident directed care. The results of the long term care quality of life survey completed in the summer of 2009 will guide improvements in care delivery. Again these initiatives are evidence of the Region's commitment to provide client and family centred care.

Best Possible Hospital Scores

The Health Quality Council is responsible for an inpatient satisfaction survey across the province. One of the questions asks respondents if they would rate the hospital they were at as the Best Possible Hospital. The Region began tracking the response to this question during 09-10. Clearly the Region's hospitals have room for improvement to meet the target for March 2012 of the majority of patients rating the hospital they were admitted to as being the best possible.

	Target	Q4 09-10	Q3 09-10	Q2 09-10	Q1 09-10
% with Highest Score for Best Possible Hospital	tbd	Not yet available	30.4%	28.0%	27.9%

The accountability agreement with the Ministry required regions to orient 100% of new staff to customer service expectations. This is covered in the orientation for new employees. A few employees are exempted from attending orientation, primarily due to the small number of hours they are expected to work, e.g. casual employees.

	Target	Overall 09-10	Q4 09-10	Q3 09-10	Q2 09-10	Q1 09-10
% new staff trained on customer service expectations	100%	93.7%	94.6%	91.6%	94.5%	93.8%

Again as part of the accountability agreement, Regions were expected to implement Releasing Time to Care according to the target set by the Regional Health Authority. Releasing Time to Care is a program implemented by the National Health Service in Great Britain. Its basic goal is to organize care on inpatient units such that nursing staff have more time to spend with their patients. The Region has implemented this program according to the plan on 3 units in the hospitals in Saskatoon. A plan to expand this in future years has been approved by the Saskatoon Regional Health Authority.

Facility	# of adult med/surg beds licensed for RTC as of April 15, 2010	Average Staffed Beds Open and in Operation for April 2009 to March 2010
St. Paul's Hospital	70	167
Saskatoon City Hospital	47	71
Royal University Hospital	92	137

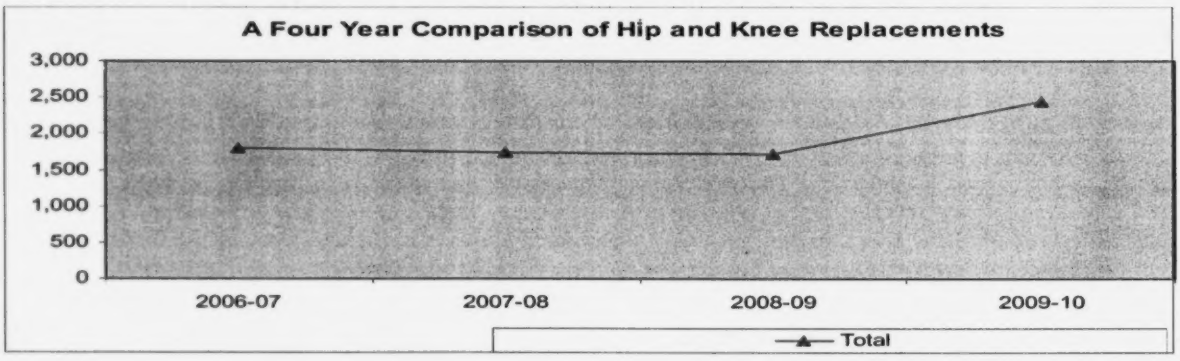
(B) Improving Access - A major concern for both the Region and the people we serve is access to our services. The Region continues to address access in many areas.

1. Access to Surgery

In 2009-2010 the Region completed more than the number of surgeries targeted by the Ministry of Health. The target was 33,379 and a total of 33,990 inpatient and day surgery cases were completed. This is a modest increase of 3.2% from the 32,951 surgeries that were completed last year. The consolidation of orthopaedic scheduled surgery to one hospital and the full implementation of clinical pathways for hip and knee joint surgeries resulted in the region performing almost 50% more total joint surgeries than has been completed in the past. This year the Region completed 2,499 total joint surgeries.

Hip and knee surgery volumes

	09-10	08-09	07-08	06-07
# of hip replacements	957	671	690	726
# of knee replacement	1492	1047	1045	1019
Total	2499	1718	1735	1805



Level IV priority surgery patients are to have surgery within 12 months of being placed on the list. The table below identifies what per cent of these cases were completed each quarter.

	Q4 2009-10	Q3 2009-10	Q2 2009-10	Q1 2009-10	Q4 2008-09	Q3 2008-09	Q2 2008-09	Q1 2008-09	Q4 2007-08	Q3 2007-08	Q2 2007-08	Q1 2007-08
Level IV within 12 Months (target 90%)	n/a	78.2%	79.8%	81%	82.2%	82.2%	82.7%	82.0%	81.2%	80.1%	80.6%	80.2%

The following table illustrates the number and percent of patients who were waiting more than 12 months for their surgery. The Ministry of Health is launching an initiative with the intent to have no one wait more than 3 months for surgery in 4 years.

	Mar. 31, 2010	Mar. 31, 2009	Mar. 31, 2008
# waiting more than 12 months	1876	2426	2988
% waiting more than 12 months	13.6%	16.6%	21.4%

2. Access to MRI and CT Scan

In 09-10 the Region was able to again provide more patients with CT scans than had been targeted. For MRI, the Region was also able to provide over 100% of patients targeted with an MRI.

MRI/CT Volumes as Percent of Target

	Q4 2009-10	Q3 2009-10	Q2 2009-10	Q1 2009-10	Q4 2008-09	Q3 2008-09	Q2 2008-09	Q1 2008-09	Q4 2007-08	Q3 2007-08	Q2 2007-08	Q1 2007-08
MRI Patients as % of Target	111%	98.5%	93.2%	109%	91.8%	92.5%	92.8%	95.5%	97.1%	99.9%	100.9%	100.2%
CT Patients as % of Target	107%	104%	105%	110%	101.4%	104.2%	105.4%	105.5%	92.0%	97.9%	97.2%	97.4%

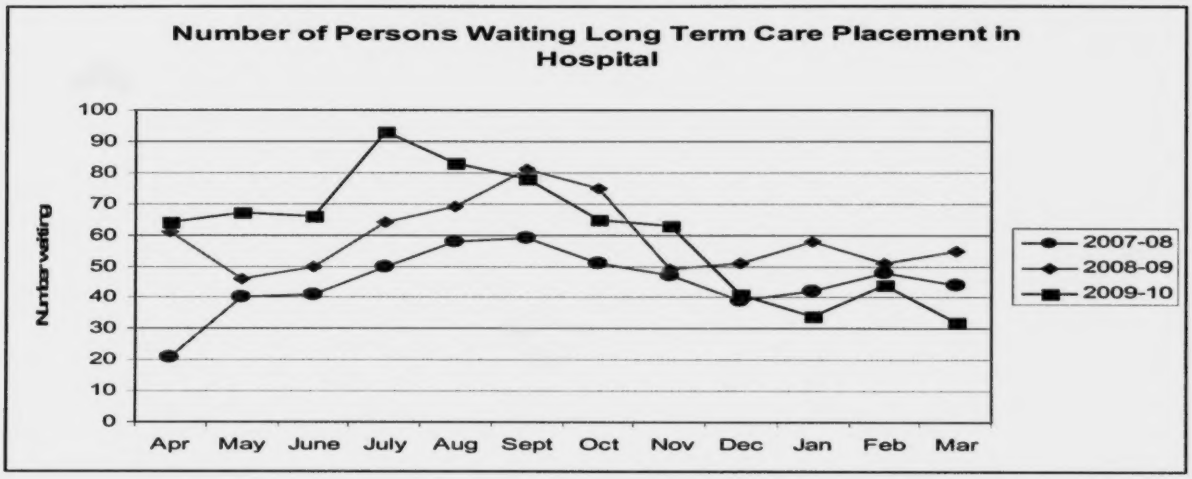
3. Access to Mental Health: Urgent Referrals

The Region tracks the % of urgent enrolments in Mental Health and Addiction services that occur within 7 days from intake. Historically mental health and addictions has tracked at 25%-30% for response to urgent referrals as identified at Intake only. With the move to improve this and the introduction of the Addiction Mental Health Information System (AMIS) we moved to better identify priorities at each enrollment for service, which is better but different than in the past. Q1 in 2009 was the period during which we were moving to the new system and we can only assume that this number reflects some variations as staff were getting used to the new system. The following quarters have stabilized in the mid 50's. Fluctuations will occur because we are dealing with a small number and even some delay will have an impact on the total % for the quarter. Our focus in the rest of this year, along with other indicators, will continue to be on improving access.

	Target	Q4 09-10	Q3 09-10	Q2 09-10	Q1 09-10
Mental Health & Addiction Services % Urgent Enrollments (7 days)	60%	57%	58%	52%	73%

4. Access to Long Term Care

With the introduction of Direct Care funding the Region was able to make a substantial reduction in the number of persons awaiting long term care placement in acute care. Currently 20 persons are receiving care in the community rather than in long term care beds, which has decreased significantly the number of persons waiting in acute care for long term care beds.



From June 30, 2009 to March 31, 2010 the number waiting decreased from 66 to 32, a drop of 34 or 51%. The target set by the Ministry was 65% which for the Region would have been 43 persons. Sixty five percent was a very aggressive target without additional resources. The focus in 2010-2011 will be to find persons already in long term care who would prefer to use direct care funding to move out of long term care.

5. Access to Emergency Services

The Patient First Review indicates the frustration people experience due to waiting in Emergency Departments. Problems in emergency relate to the continuum of care. If persons with chronic disease do not have access to appropriate care, they will suffer poor health and end up going to the emergency department. Likewise if they are unable, for whatever reason, to obtain care from a family doctor or other primary health care team member, they will end up in emergency. When people in emergency require admission to hospital, there must be an empty bed available to which they can be admitted. If significant numbers of those beds are occupied by persons waiting to go to long term care, the effective availability of an acute care bed has been decreased. The other aspect is how flow within the emergency department is handled. Resolving wait time issues in the Emergency Department requires interventions from many angles. The Region has embarked on an ambitious multi-year set of projects to improve the patient's experience in emergency. The set of projects is looking at the complete experience of people in Emergency from arriving at the door to discharge home or admission to hospital. What prevents people from receiving care quickly and effectively will be examined so that changes to improve the patient's experience can be implemented. The goal is to have the patient see the physician in a reasonable amount of time. The first project will develop a process to put potential admissions in the queue for a bed, before the consultant sees the patient based on the ED physician's assessment. The Region is also working with specific consultants to develop a process to admit the patient right to the ward, in conjunction with the Acute Care Access Line, the single entry point into acute care in Saskatoon. The second project focuses on operational improvement; designing a parallel Triage/Registration process so the patient does not have to wait in line to be seen, is not asked duplicate questions and is assessed appropriately. The third project is working on initiatives to improve phone service to the ED, but also streamlining calls that can go elsewhere.

The Region monitors the ability of the emergency department to respond in a timely manner to persons who come to emergency. A rating system of the urgency of the patient's need for care is used across Canada. Person with a CTAS score of 1 require immediate care, persons with a score of 2 are to be seen within 15 minutes. Persons with scores of 3, 4 or 5 can safely wait longer times to be seen. Efforts to improve the per cent of persons with a CTAS score of 2 on arrival in emergency have made a difference. In the last quarter of 2009-1010, we were able to exceed our target of 60%.

% of Emergency Department Patients with a CTAS score of 2, seen within 15 minutes (target 60%)

	Q4 2009-10	Q3 2009-10	Q2 2009-10	Q1 2009-10	Q4 2008-09	Q3 2008-09	Q2 2008-09	Q1 2008-09	Q4 2007-08	Q3 2007-08	Q2 2007-08	Q1 2007-08
Emergency - % CTAS Level 2 (15 min)	61%	53%	48%	42%	42%	40%	40%	41%	36%	38%	39%	40%

(C) Enhancing Safety and Quality - A significant part of the Region's commitment to safety and quality is the use of Accreditation Canada (AC) standards. AC focuses on quality and safety through its many standards and Required Organizational Practices (ROP). An ROP is an essential practice that AC has determined, based on evidence, an organization must have in place to enhance client safety and minimize risk. The Region continues to focus on quality and safety through implementation of ROPs and several other safety initiatives. This builds on the foundation established in our 2007 accreditation survey visit, when the Region demonstrated full implementation on 10 of the 21 ROPs. Since the Region's last accreditation survey visit, AC has added 10 new ROPs, which have been incorporated into safety planning and priority setting for the Region.

In 2009/10, the ROPs on equipment sterilization, medication reconciliation upon admission (acute care and home care), and hand hygiene (handwashing education and hand hygiene audit) were set as strategic priorities. With focused attention on their regional implementation, significant progress was made in these areas. As the Region prepares for the November 2010 accreditation survey visit, full implementation of all ROPs will continue to be a challenge to ensure full compliance with all 31 ROPs.

Since hand washing is basic to infection prevention the Region has been focusing on educating staff on the proper technique for handwashing and performing hand washing audits. Our efforts were hampered by the difficulty obtaining staff who could focus attention on this. The Region's goal was that 75% of care settings would be in compliance with the hand washing ROP by March 31, 2010. Unfortunately audits on 1 unit per care group revealed that 52% were compliant with hand hygiene practices.

Rates of transmitted infections are tracked on an ongoing basis. As a key indicator the Authority receives quarterly information on the incidence of Methicillin Resistant Staphylococcus Aureus infections.

	Target	Q4 2009-10	Q3 2009-10	Q2 2009-10	Q1 2009-10	Q4 2008-09	Q3 2008-09	Q2 2008-09	Q1 2008-09	Q4 2007-08	Q3 2007-08	Q2 2007-08	Q1 2007-08
MRSA rate per 1000 patient days (RUH, SCH, SPH)	0.47	0.52	0.51	0.64	0.56	0.46	0.46	0.46	0.50	0.50	0.97	0.80	0.47

Plans to implement best practise in sterilization of scopes are being implemented. As of March 1, all cystoscopes are now being sterilized in the sterile processing areas of each of the 3 acute hospitals in Saskatoon. Members of the urology team, Medical Affairs, Acute Care, Nursing Affairs, Ambulatory Care, Infection Control, and Sterile Processing were involved to make this happen. A good deal of work was done on the urology team's side by "smoothing" their booking schedule to have even numbers of patients undergoing cystoscopes on any given day. This eliminated the peaks and valleys seen earlier, allowing for a more steady and daily flow of scopes to the Sterile Processing Department. This did result in extra staffing and new equipment for sterile processing however, was seen as a source of pride to take this on within the department as much preparation had gone into educating staff in the new procedures.

The Region's Sterile Processing Audit Report continues to be implemented across the region. The goal of this plan is to centralize sterile processing to Saskatoon and Humboldt. The region has been divided

into 2 zones geographically and integration for Zone 1 (Saskatoon local and rural) is underway. We will continue to implement into Zone 2 (Humboldt local and rural) with continued input from the areas impacted. All sterilizers in the affected areas will be decommissioned.

Minor renovations are being done at the three acute care sites in Saskatoon to comply with CSA standards. These include pass through windows for better separation of clean and soiled areas, lighted inspection tables and temperature/humidity monitors. These are underway presently with an anticipated completion date of June 1, 2010.

"Lean" projects are designed to find and eliminate waste in processes and organization of care. There are several lean projects currently being carried out in the Region. Work in the Emergency Department has already been discussed. The Health Records Department at Royal University Hospital is in the midst of a comprehensive Lean Project. Control processes using LEAN principles have been implemented or are in the process of implementation. Six staff members have been trained to the Lean Yellow Belt level, including the Manager. Ergonomic equipment has been or will be obtained. The equipment both enhances employee safety and supports grouping like activities and human resources in a workstation environment that creates efficiency. On a regional basis, the project has seen the consolidation of Transcription Services; progress is being made on a standardized Chart Order, which will roll out in the near future and is estimated to save approximately $50,000 per annum at RUH. While the driving force for these projects is to improve care, generally these types of projects also release resources for other important activity for which we do not have resources.

A small pilot of LEAN 5S was completed at the RUH Operating Room (OR) which resulted in a much less cluttered work space for the support staff in the OR. The work space was organized, labelled and resulted in making it easy for all staff to find items they were looking for. The OR also used LEAN principles in the center core with the anesthesia supplies. Besides having the supplies arranged and labelled in an order that put like supplies together we were also able to capture approximately $800 of overstocking on these 4 carts. The next phase of LEAN 5S will begin shortly. This phase will include all 3 Saskatoon Operating Rooms (RUH, SCH, SPH) and the Materials Management Team at the 3 sites. As well the team working on these projects mapped the patient's surgical experience. This provided staff with valuable information to assist with the provincial value stream mapping project currently underway.

In addition to the lean projects in the OR, the Region has begun implementing surgical checklists. Surgical checklists have been shown to reduce the numbers of errors in the OR. Implementation of surgical checklists to enhance safety of the operative patient continues to evolve. In March, the Surgical Operations Committee unanimously agreed that the Surgical Safety Checklist be mandatory as of April 6, 2010, with Division/Department heads to be responsible for leadership with their peers. Also in March, staff from the Region attended the Canadian Patient Safety Institute sponsored workshop, "Safe Surgery Saves Lives" in Vancouver. This conference provided the participants with the opportunity to network with their colleagues across Canada while discussing strategies for the successful implementation of the Surgical Safety Checklist. The participants learned that the Region's experiences and rate of implementation are not unique when compared to other sites across Canada and that minor adjustments of the checklist are being made at most sites according to their specific needs.

For some years the Region has been implementing several bundles from the Safer Heatlh Care Now initiatives. The Acute Myocardial Infarction bundle has been in place for several years, the aim is to ensure that hospitalized patients receive appropriate care. Implementation of this bundle continues to go well and good results are being achieved. Other projects in progress involve preventing pneumonia in ventilated patients, providing outreach teams from the ICU for very ill patients on the ward to prevent ICU admissions, care to prevent central venous line infections and surgical site infections. Despite the amount of staff time invested in these initiatives, results have been less than hoped for. The Region has been unable to consistently maintain gains initially achieved. The other program to improve patient care and reduce errors is medication reconciliation. Here the Region has

struggled to hire the staff needed to implement this program to the extent needed due to limited availability of pharmacy technicians.

The key result of all the initiatives is to improve care for inpatients. Other benefits include a decrease in the cost of care and a decrease in the average length of stay. Improved quality, safety and outcomes for inpatients should reduce the number of unexpected deaths in hospital. This is measured by the Hospital Standardized Mortality Ratio (HSMR). The HSMR is a "big dot" summary measure that is used to track a hospital's mortality over time. It provides an important starting point for hospitals and health regions to assess their mortality rates and identify areas for improvement. The HSMR is the ratio of actual (observed) deaths to expected deaths. It focuses on the diagnosis groups that account for the majority of in-hospital deaths. It is adjusted for several factors that affect in-hospital mortality, including age, sex, length of stay, admission category, diagnosis group, comorbidity and transfer from another acute care institution. An HSMR equal to 100 suggests that there is no difference between a local mortality rate and the average national experience, given the types of patients cared for. An HSMR greater or less than 100 suggests that a local mortality rate is higher or lower than the national experience, respectively.

	08-09	07-08	06-07	05-06	04-05
HSMR	86	85	81	87	82

A tremendous influence on activity in 09-10 was the H1N1 epidemic. Significant staff time was spent preparing for the epidemic, including plans to immunize large numbers of persons rapidly once the vaccine was available. Other aspects of planning included managing larger volumes through the Emergency departments and higher demands on inpatient care, especially ICU. Mass immunization clinics were held throughout the Region in communities and schools. Efforts were made to insure high immunization rates amongst Region employees to ensure the Region had employees well enough to look after the anticipated increase in patients.

This year 84.5% of employees received H1N1 immunization and 72.6% of employees were vaccinated against seasonal flu. Last year the immunization rate amongs staff was 67%. The table below indicates rate of immunization against seasonal flu among long term care residents in the Region.

Residents	09/10	08/09	07/08
Urban	88%	88%	91%
Rural	84%	84%	85%

II. Transforming the Work Experience

In order to have enough of the right people with the right skills to do the right work the Region has focused on the following areas:

- Recruiting RNs in line with the SUN Partnership agreement
- Reducing sick time, overtime, WCB claims and time lost from WCB
- Improving the per cent of self identified First Nations and Metis employees

In regards to recruiting Registered Nurses, the Region has exceeded the target set by the Ministry to have a total of 2,182.35 SUN straight time FTEs. There were a total of 2,204.72
FTEs by year end.

The number of unfilled postings for RN's has dropped from 150 on March 31, 2009 to 100 on March 31, 2010. New graduate nurses can no longer count on a position being open on the unit of their first choice.

The Region has also had success in filling other hard to recruit positions. As of March 31, 2010, 10 of 31 hard to recruit positions had no unfilled postings and a further 15 hard to recruit positions had only 1 or 2 unfilled postings.

The Ministry had set targets to reduce sick time, overtime, WCB claims and time lost by 5% each from 08-09 to 09-10.

WAGE DRIVEN PREMIUM HOURS PER FTE

The usage of Wage Related Premium hours (overtime, call back, weekend premiums) is one indicator of the health of an organization and of its staff. Excessive amounts of premium hours can mean a workforce that is not being effectively utilized. It can also be an indicator of a workforce that is under stress. Although it should be noted that in certain situations the utilization of overtime and other types of premium rated work is either necessary and/or the most effective way to ensure the delivery of services without having a negative impact upon employee health.

Wage driven premium hours mean that the costs of providing services are higher than they could be. In the face of growing health care expenditures and a weak economy the importance of controlling such costs is becoming more critical.

In 2009-10 the Region focussed on the reduction of overtime (the major component of wage driven premium costs) usage in its owned and operated facilities. Overtime use is the result of factors such as:

1) absences related to sickness, injury, and disability,
2) service demand that is difficult to schedule proactively,
3) emergency situations,
4) vacancies in hard to recruit positions, and
5) specific situations built into collective bargaining agreements that are hard to avoid through scheduling.

The Region has been active in the recruitment of staff to minimize staffing shortages, in the reduction of injuries and addressing issues related to employee absenteeism all of which can negatively affect the need for overtime.

In each of the last three fiscal years the Saskatoon Health Region has been successful in achieving a usage rate for wage driven premium hours that is below the provincial rate.

Wage Driven Premium Hours per FTE			
	2009-10	**2008-09**	**2007-08**
Saskatoon	**39.28**	**42.73**	**39.97**
Saskatchewan	50.07	52.20	48.46

Furthermore, at the regional level there was an 8% decline in the 2009-10 usage rate over that of 2008-09.

There are differences in wage driven premium rates between the various employees groups – HSAS, SEIU and SUN – within the Region. SUN members had the highest usage rate at 61.01 hours per FTE, SEIU was 41.60 hours and HSAS employees used 11.66 wage driven premium hours.

SICK LEAVE HOURS PER FTE

When it comes to sick leave hours usage rates by the Region have been above the provincial rate for each of the last three fiscal years. This past year there was an increase in usage from 86.02 hours per FTE in 2008-09 to 88.63 hours in 2009-10. This was an increase of 3%.

All but two of the Regions in the province experienced an increase in sick leave usage over the previous fiscal year. The period from October to December 2009 (the third quarter) saw the highest provincial and Saskatoon Health Region rates of sick leave use over the last twelve quarters. This was the same period of time as the H1N1 pandemic.

Sick Leave Hours per FTE			
	2009-10	**2008-09**	**2007-08**
Saskatoon	**88.63**	**86.02**	**86.12**
Saskatchewan	87.42	84.09	84.35

Within the Region the various usage rates for each of the employee groups were 96.30 for SEIU employees, 96 hours for SUN, 68.12 for HSAS and out-of-scope staff used 52.01 hours per FTE.

There is an attendance support program that is designed to address situations where there are high rates of sick leave use.

The Region has continued its commitment to the Progressive Excellence Program (PEP) of the National Quality Institute and has achieved the first level of that program. The next stage of that process is carrying out an evaluation of organizational needs. A Healthy Workplace Leadership Team continues to guide the work in this area.

WCB LOST TIME DAYS PER 100 FTEs

This measure is identified as measuring the severity of WCB injuries. On the provincial dashboard the region has been consistently below the provincial rate. As well in 2009-10 the number of lost time days increased over the previous fiscal year from 365.15 to 373.1 days, or an increase of about 2%.

WCB Lost Time Days per 100 FTEs			
	2009-10	**2008-09**	**2007-08**
Saskatoon	**373.10**	**365.15**	**346.19**
Saskatchewan	429.37	447.17	451.26

Provincially there has been a decrease in WCB lost time days.

WCB LOST TIME CLAIMS PER 100 FTES

Lost time claims are seen as an indicator of the frequency of work related injuries. Over the last three years the Region has shown a steady decrease in claims per 100 FTEs from 7.13 to 6.17. Over the last fiscal year the number of claims declined by about 9%.

The Region has been at or slightly below the rates at the provincial level.

WCB Claims per 100 FTEs			
	2009-10	**2008-09**	**2007-08**
Saskatoon	**6.17**	**6.78**	**7.13**
Saskatchewan	6.32	6.93	7.12

The Region has a number of programs which it has been utilizing to reduce the number and impact of workplace injuries. This includes occupational health and safety training, support from OHS consultants, return to work services and the provision of safety equipment – for example, ceiling track lifts. A single point of entry incident reporting system has provided the region with a mechanism for the rapid identification of workplace injuries and near misses. This allows for an immediate response to safety or work related injury situations.

One of the goals in the Region's 2007-2010 strategic plan is to increase the number of self-declared Aboriginal employees from 2.7% in 2006 to 4% in 2010.

	Target	Q4 09-10	Q3 09-10	Q2 09-10	Q1 09-10	Q4 08-09
% self-declared Aboriginal Employees	4.0	3.44	3.55	3.46	3.33	2.95

One can see that while our own goal of achieving 4% of employees being self declared Aboriginal has not been met, significant progress has been made. A new plan has been accepted by the RHA which has an aggressive target and detailed actions to increase the per cent of employees that are First Nations and Metis to 10% of all employees by 2014.

III. Partnering for Improved Health for Aboriginal People

The Region's goals under this strategic direction include working with First Nation and Metis communities to build stronger relationships, better understand health needs and respect culture and to work together with these Aboriginal communities to develop an Aboriginal Health Strategy. An Aboriginal Health Strategy has been completed and will be officially recognized at a ceremony in May. The development of this strategy was a direct result of the Region's partnership with First Nations and Métis governing bodies and community groups who contributed their wisdom and their vision over the last two years. The strategy provides a blueprint for ongoing partnerships and a structure to support First Nations and Métis input in health services and methods for fulfilling the goal of shared responsibility for improving aboriginal health. See also the section on actions to combat community poverty on page 34. This initiative addresses many aspects of the Region's strategic plan including partnering to improve health for Aboriginal People.

IV. Building a Sustainable, Integrated System

This direction encompasses many goals; the Region focused its efforts on realigning acute care services, investing in information technology, implementing the Region's population health strategy and following through on infrastructure and capital construction projects.

A major highlight for this year is the completion and commissioning of the Irene and Les Dubé Mental Health Centre which combines the inpatient mental health services previously offered at RUH and SCH, as well as provides separate space for inpatient children and inpatient adolescents (this has never been available before). As well Rehabilitation, Geriatric and Stroke Services were consolidated. The Region's vision for ambulatory care has been developed, cystoscopy services have been consolidated on two sites and the Clinical Treatment Centre has been consolidated at SCH.
Accounts payable was automated this year and further enhancements are planned for the 10-11 year. The Electronic Medical Record was implemented at the West Winds Medical Centre.

At the West Winds Clinic the Electronic Medical Record has been substantially completed. This is an important part in the Region's priority to implement a full Electronic Health Record (EHR). The main focus has been on implementing Sunrise Clinical Manager (SCM), the software that will form the basis of the Region's EHR. The Region decided in the spring of 2009 to commence the project and to proceed with Phase 1 which includes some limited functionality for the three Saskatoon emergency departments (electronic triage and patient status board) as well as the development of a clinical results viewer. The viewer will allow clinicians to access lab and medical imaging results and transcribed documents for all regional patients. The Region was unable to proceed as initially planned due to lack of funding. Options to obtain funding continue to be pursued. This project partnered with a larger Emergency Department project (see pages 27-28) to design the SCM software specifically to enable improvements in clinical processes and patient flow. This partnership has been tremendously successful. Physicians and front line staff in emergency and registration services have been fully engaged in the improvement process and the creation of the simulation lab at RUH was instrumental in allowing them to test their ideas with the new technology.

The population health strategy work focused on enhancing immunization rates, developing a regional response to the increase in HIV cases and working with partners to build health equity. Immunization rates for staff and long term care residents have already been discussed on page 30. The goal to improve 2 year old immunization rates has also been discussed earlier on page 19. The Region's response to the increase in HIV prevalence has been forwarded to the Ministry and is expected to form part of the provinicial initiative.

Community Action Plan to Reduce Poverty

The Health Promotion Department of Public Health Services (PHS) is leading the development process for a Community Action Plan to Reduce Poverty in Saskatoon. In January 2009, the Saskatoon Regional Intersectoral Committee (SRIC) assigned a sub-committee of its members to facilitate the development of a community action plan to reduce poverty. The Health Promotion Department (on behalf of the Region), Community-University Institute For Social Research (CUISR), and the United Way designed and implemented a process that would build on the evidence-based options or initiatives presented in the PHS Public Health Observatory's Health Disparity Report (2008) and on the many other initiatives that have recently taken place in our community. A small team of staff within the Health Promotion Department searched for evidence locally and from other communities across Canada, and they led dialogue sessions with community stakeholders. Working together with a diverse set of organizations and individuals, they determined where there was community support and agreement for selected policies and initiatives, and are now stimulating action on these prioritized policies and initiatives.

The desired output from this process is to develop a collaborative action plan to reduce poverty in Saskatoon, supported by diverse sectors in our community. On November 24th, as part of this process, over 100 Saskatoon organizations and leaders came together to discuss, validate, and resource the action plan. It is recognized that the best solutions exist in the interaction of all sectors in our city. We have seen successes in other communities and cities in Canada applying cross-sectoral and collaborative approaches to dealing with complex problems.

The other key area of activity for a sustainable system was on Infrastructure and Capital projects. The table below summarizes progress on the various projects.

Project	Notes
Implement infrastructure improvements per Ministry direction and funding: Oversee construction and commissioning of new Mental Health facility	• Completed
Oversee construction of new Humboldt facility	• The current schedule is approximately eight weeks behind and is due to primarily three factors: the inclement weather in spring and summer, co-coordinating of the equipment rough-ins for the O. R. and Sterile Processing areas, and a change of the national standards in pharmacy which resulted in redesign being required for the chemo and TPN mixing rooms and the adjoining ante room. Construction completion scheduled for August 2010. Commissioning and move in continues to be anticipated for October 2010, the original date.
Begin construction of Oliver Lodge	• New building addition enclosed by March 31, 2010
Begin planning for replacement of Manitou Lodge	• Construction drawings 66% complete by March 31, 2010
Complete expansion of Youth Stabilization Unit at Calder Centre	• 100% complete by March 31, 2010
Implement approved Life Safety/Emergency and Infrastructure projects, including nurse call systems	• Chiller project completed, other projects in process and on target, except behind on nurse call systems
Complete development of new oncology unit	• Completed
Complete patient safety renovations to pediatric units	• Original intention to complete by June 2010 • Completion of detailed design – June 2010. • Contract tendering – July 2010.
Complete renovations to ICU/CCU	• Schedule delays to phase 2 completion and project completion expected. • Budget increase required to complete existing project scope. • Phase 2 (CCU 5 beds) to be completed end of Jan 2010. The targeted construction completion date is October 2010
Finalize functional program and begin detailed design for new Children's Hospital	• Project Management firm hired, architectural firm on record and begun work, although contract not completed • Preparatory work to hire both project management and architectural firm was more intensive than expected. Pending site validation (targeted for early June 2010), we have not yet finalized the functional program or begun detailed design work as planned.

V. Fostering Research, Learning and Innovation

The number of research projects within the Saskatoon Health Region has steadily increased over the last 3 years. Current research encompasses areas of behavioural research, chart audits, clinical research, clinical trials, program evaluation, and quality improvement projects. There are currently 313 ongoing research studies being conducted at SHR or affiliated facilities. The majority of these studies

are clinical trials in medical imaging, maternal and children's health, homecare, patient safety and chronic disease. Planning is underway for an annual Research Forum to showcase research and innovation within SHR that would complement the Quality and Safety Summit which celebrates successes achieved through quality improvement initiatives.

	Target	Q4 09-10	Q3 09-10	Q2 09-10	Q1 09-10
# Research studies in progress (Tri-council funded & other)	341	313	339	334	313

V. Financial Summary

The annual operating budget for 2009-10 was $833 million which equates to spending $2.3 million per day to meet the health needs of the community. Overall, 91% of the operating budget was provided by funding from the Ministry of Health. About 64% of the operating budget was spent on hospital services, 19% on long term and supportive care, 10% on community-based/public health/home care services, 5% on program support and administration and 2% on other. Approximately 78% of the annual budget was spent on salaries and benefits. Year-end operating financial results for the Region as at March 31, 2010 reflect a deficit of $16.9M, equivalent to 1.8% or almost 7-day's operations. The final year-end figure is made up of two components: two mid-year funding reductions totalling $8.6M as well as significant over-expenditures in acute care and home care reflecting increased utilization of those services. Compared to the previous year, Inpatient days increased by 4.6%, newborn days were up 7%, and emergency visits also increased by 2.9%. We continued to experience high levels of Alternate Level of Care days, though over the latter part of 2009-2010 this pressure began to ease from the extreme levels we had experienced over the past 18 months. The Region has had surpluses in four of the past six years. The Region ended 2008-09 with a surplus of $735,000, or 0.10% of operating expenditures, the equivalent to approximately 9 hours of operations.

Two significant highlights of 09-10 include; the Region surpassed its surgical volume target and completed more than 100% of its CT and MRI targets.

The Region continued to experience significant cost overruns in our labour costs, primarily in the areas of overtime, sick time and orientation costs. Total paid sick hours exceeded last fiscal year by 9.1%, overtime hours decreased by 1.6%, orientation hours increased by 31.9% and total paid full time equivalents increased by 5.7%. In addition, we completed our target with respect to the SUN Partnership Agreement and hired in excess of 145 nursing FTEs.

The annual capital budget for 2009-10 was $198million. Overall, 94% of the capital budget was provided by funding from the Ministry of Health. The remainder of the funding was provided by various sources such as the foundations and municipal contributions.

Approximately 4% of the capital budget was spent on medical equipment, 1% on diagnostic imaging equipment, 2% on information technology, 93% on capital and infrastructure projects.

Future Outlook/Emerging Issues

I. Trends

Client Centred Care: Businesses know that to succeed they must be in tune with their current customers as well as look to future customers. Heath care, to be sustainable, must also stay closely in tune with the needs of their population. The Patient First Review identified that persons receiving service from health care providers did not always feel they had been treated with respect and many aspects of the system were not oriented to their needs, but the needs of providers. Becoming client and family centred is a key trend in health care. Client and Family Centred Care (CFCC) is an approach to the planning, delivery and evaluation of health care that is grounded in mutually beneficial partnerships among healthcare providers, clients and families. The CFCC approach aims to work with clients and families rather than doing to and for them.

While clients need to participate in planning their own care they may not be knowledgeable enough to encourage the kind of system change that is needed. Henry Ford famously said that if he had asked customers what they wanted they would have replied, "a faster horse." Members of the public may not request an adequate investment in primary health care teams and programs that would allow them to manage their chronic disease in a manner that avoids hospital admissions. They also may not request adequate investment in public health measures to promote health and prevent illness. (See page 23 in Our Region section).

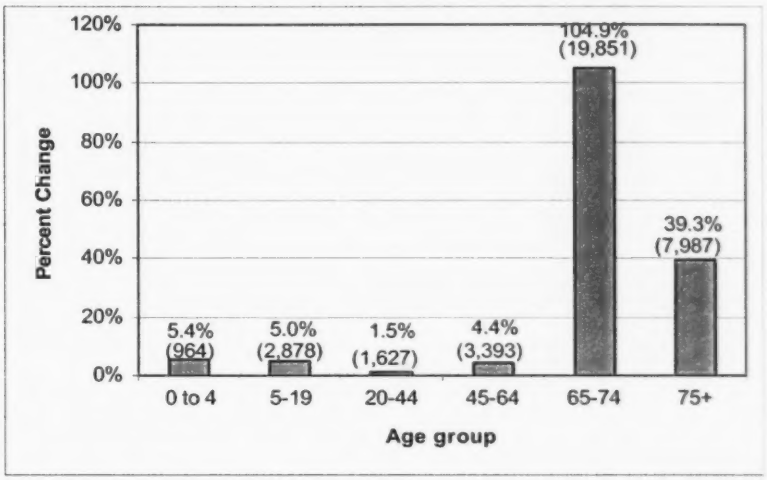
Population Changes: The Region's population is growing, which is not the situation in all parts of the province. This growth will affect demand for care. The following table is from a report by Crosby Hanna and Associates, prepared for the City of Saskatoon in 2008. They looked at various growth assumptions and chose the most likely assumption for each area of Saskatoon Health Region. MIZ (Metropolitan Influence Zones) is a term used by Statistics Canada. Statistics Canada measures influence by calculating the percentage of a community's resident labour force (i.e. the total employed labour force living in the municipality) working in the urban core of any Census Metropolitan Area. Generally speaking the weaker the influence the farther away a community is from the larger centre. The table below illustrates the expectation of population change under the chosen growth assumption or under two possible growth assumptions. The table illustrates that the largest percentage growth will be in the areas surrounding the City of Saskatoon. As well, it illustrates that the best areas further from Saskatoon can expect is maintenance of population if there was some migration to those rural areas. Without that migration rural populations are expected to shrink.

Location	Growth Assumption	% Change 2011-2026
City of Saskatoon	Medium growth (0.8% to 1.2% 5 yr. avg. annual growth)	10.3%
Strong MIZ	Medium growth (2% 5yr. avg. annual growth)	31%
Moderate MIZ	No migration	-14%
	Low growth (avg. annual growth over 20 yr. -0.1 to 0.1%)	Maintain population
Weak MIZ	No migration	-21.6%
	Low growth (avg. annual growth over 20 yr. -0.3 to 0.4%)	Maintain population

The dramatic change in the 65-74 age group is illustrated by the following graph[20]:

[20] 2008 Health Status Report. Report of the Medical Heath Officer. Saskatoon Health Region p. 8

Estimated population change by age group, SHR, 2008-2028



Source: Public Health Services, 2008.

Chronic Disease: The change in the demographics with large increases in persons over 65 and the prevalence of chronic disease is a key driver of demand for health care services. According to a cross Canada survey carried out by the Health Council of Canada, 18% of persons 18-44 had a chronic condition, but 72% of persons 65 and over had one or more chronic conditions.[21] A previous report from the Health Council of Canada showed that Canadians with chronic health conditions used at least half of all consultations with family doctors and nearly three-quarters of all nights spent in hospital.[22] Government spending on health care increases with age. "It increases slowly from age 1 (about $1,000 per person in 2007) to age 64 (about $3,800), and then sweeps up to more than $7,700 per person for ages 70-74 and even higher for older age groups."[23] In order to financially manage this surge, we need to prevent and delay the impact of chronic disease. The bulletin identifies that better chronic disease management cannot be accomplished by doctors alone. Patients themselves need to be considered partners. A diverse team including doctors, nurses and other professionals along with networks of community services are needed.[24]

Dyck et al[25] found the incidence of Type 2 diabetes increased from 9.5% to 20% in women in native communities in Saskatchewan from 1980-2005. For men the numbers went from 4.9% to 16%. For non-Aboriginal women the rate changed from 2% to 5.5% and from 2% to 6.2% for men.

The Alzheimer Society of Canada recently released its report, *Rising Tide*,[26] in which they document the expected increase in the number of persons with Alzheimer's disease over the next 30 years and the economic cost of the disease. They predict an increase from 1.5% of the population to 2.8% of the population to be affected by Alzheimer's and the economic burden to increase from $15B to $153B by 2038.

Technology & Measurement: Acute care and diagnostic services are heavily driven by changes in technology. Technology can also change care delivery in rural areas. Examples would be virtual visits and patient portals. Electronic Health Records are key to many improvements in health care delivery. Good information is necessary to make wise decisions. Without an Electronic Health Record as well as good management information systems, it is difficult to make those decisions and to track the impact

---

[21] Health Council of Canada. Helping Patients Help Themselves. Canadian Health Care Matters Bulletin, January 2010. p. 3 retrieved from http://www.healthcouncilcanada.ca/docs/rpts/2010/AR1_HCC_Jan2010.pdf

[22] Ibid p.6

[23] Ibid p. 6

[24] Ibid p. 7

[25] Dyck, Roland; Osgood, Nathaniel; Lin, Ting H.; Gao, Amy; and Stang, Mary R . Epidemiology of diabetes mellitus among First nations and non-First Nations adults. CMAJ • FEBRUARY 23, 2010 • 182(3)249-256 retrieved from http://www.cmaj.ca/cgi/reprint/182/3/249

[26] Rising Tide: The Impact of Dementia on Canadian Society. 2010 Alzheimer Society of Canada. Summary retrieved Apr. 15, 2010 http://www.alzheimer.ca/english/rising_tide/rising_tide_summary.htm

of decisions that have been made. The Patient First Review section on Administration is very strong on its recommendations regarding investing in information technology and make clear how inadequate the investment has been to date. "US health care organizations and other knowledge-based industries spend more than 5% of their operating budgets on Information Technology... Leading health service organizations in the US indicate that they spend more than 7% annually on IT. Within Canada, Canada Health Infoway recommends 4% annual spend on IT... Saskatchewan's lower comparative analysis results point to the need for continued investment in IT as an important requirement for two important considerations: one, advance the eHealth agenda and support the eHealth uptake and two, stronger business and clinical management among RHAs."[27]

Efficiencies: All taxpayers want value for their money. Since health care consumes such a large portion of provincial budgets, achieving value is critical. Many health care organizations are working to eliminate waste at all levels in the organization through improving processes. Another way to achieve cost savings while actually improving care is direct care funding. This has been in place for Home Care clients for some years and has been instituted this year in long term care. Essentially clients are given the money and organize their own care rather than rely on public agencies or facilities. In the literature this is called Self Directed Funding, and many studies identify this is a very positive way to provide care.[28] A great deal of the health care literature identifies the importance of working in teams as a cost effective way to provide care. Team work facilitates providing the most appropriate care and often can save money. The Provincial Hip and Knee Pathway includes the use of an Advanced Practise Physiotherapist (APP). The role of the APP is to triage and assess patients who have been referred by their family doctor for potential elective hip or knee joint replacement. The APP determines if the patient is actually a surgical candidate and refers these onto the orthopaedic surgeon. Persons who do not require joint replacement are referred to a Multi-disciplinary Clinic where they are given advice on appropriate treatment and referred back to their family doctor regarding that treatment. A similar process to this has been in place at Hotel Dieu in Kingston for some time. They report decreased wait times for surgeries as a result of this process.[29] Environmental stewardship provides many opportunities for efficiencies.

Economics: Most provinces have identified that they will no longer continue to fund health care at a greater growth rate than the growth of GDP (Gross Domestic Product). Sustainability of the system requires seeking multiple ways to provide appropriate service with less money. Shifting resources to provide the right care in the community rather than focusing on acute care, which is the default when care fails in the community, is one approach that is required.[30]

II. Risks

Generally the definition of risk deals with those events that are unknown at the moment. For example, currency risk is important in many financial institutions. Much of what concerns people in health care is not the unknowns, but what we already know about trends. Consequently this section focuses on concerns for the sustainability of the system rather than unknown risks.

---

[27] The need for Transformation in Health Care Administration. Report on the administrative component of the Saskatchewan Patient First Review. Prepared by Deloitte, Oct. 2009

[28] Alakeyson, Vidhya. International Developments in Self Directed Care. The Commonwealth Fund. Issues in International Heath Policy. Pub. 1370, Vol. 78 p. 1 retrieved Apr. 8, 2010 http://www.commonwealthfund.org/~/media/Files/Publications/Issue%20Brief/2010/Feb/1370_Alakeson_intl_devel_selfdirect ed_care_ib_v2.pdf

[29] Aiken, Alice; Harrison, Mark; Hope, John. Role of the Advanced Practise Physiotherapist in Decreasing Surgical Wait Times. Health Care Quarterly, vol. 12, No. 3, 2009.

[30] http://healthaffairs.org/blog/2009/09/16/high-quality-low-cost-care-an-interview-with-gundersen-lutheran-ceo-jeff-thompson/. Retrieved Oct. 15, 2009
Vermont Blue Print for Health, annual Report, 2008. January 2009 p. 3 found at http://healthvermont.gov/admin/legislature/documents/BlueprintAnnualReport0109.pdf
Zuckerman, Alan M. A call for better strategic planning. Health Forum Journal. Winter 2003 25-29
Robierge, Danièle; Pineault, Raynald; Larouche, Danielle; Poirier, Léo-rock. The Continuing Saga of Emergency Room Overcrowding: Are we Aiming at the Right Target? Health Care Policy vol. 5 No.3, 2010 pp 34-35
Lewis, Steven. The Conference Board: Rank Amateurs with an Agenda? Healthcare Issues. June 2008
CIHR pledges to tackle primary health care.
Consultations provide direction for shaping the future of CNA. Canadian Nurse. Vol. 106 No. 4 p. 11

Many health care providers are gravely concerned about the current inability and anticipated future inability to match demand for services with supply.

In the past recruitment and retention has been a concern given the demographic changes. Current literature seems to indicate that the supply of new health care graduates will be at an all time high. Increased numbers of new graduates mitigates the risks of having insufficient staff. In Saskatchewan the numbers of seats for nursing and medical students has been increased. However, there have been no increases for other members of the team. Other health professionals create the efficient team which ensures the client receives the appropriate care which also means value for money. We are therefore at risk of having unbalanced numbers of health professionals available for our teams.

Large numbers of new graduates also poses an opportunity, or the upside of risk. New ways of thinking from a younger generation may assist in making needed changes.

Younger people are expecting to work in a technology appropriate environment. Without an adequate investment in Information Technology, the Region risks both struggling to improve care and attracting younger graduates.

Aside from technology infrastructure deficit, there are other capital infrastructure and capital structure deficits. The VFA value of "deferred maintenance" in the Region currently exceeds $500 million. The portion considered to be either "currently critical" or "potentially critical" is approximately $200 million. The risk is that the presence or absence of equipment or facilities will determine the care offered.

Infrastructure issues continue to be a concern for the Region as building systems continue to fail at an increasing rate. Many facilities are aged and have major systems which have passed their normally expected service life. Unexpected failures have consumed all budgetary contingencies that had been set aside. Emergency funding is now coming from the budgets of other approved projects. Yet, there are still many known deficiencies in critical building systems which are not being addressed due to a shortage of funding.

Due to the long lead times and often seasonal installation requirements of major infrastructure projects, predictable funding is required. A "run to failure" strategy for infrastructure renewal is at minimum, high risk, but most certainly very expensive, in healthcare.

While there are many opportunities to improve health care, there is a great risk of failure from attempting to do too much at once. Several speakers brought to the region from high performing organizations have indicated our efforts to excel are hampered by the number of goals and activities the Region is attempting. An Institute for Healthcare Improvement paper on execution reports that studying high performing organizations revealed a common theme of using a "strong selection process to pick projects and initiatives to achieve the strategic goals.... Focus and the courage to say what will not be done this year echoed throughout the interviews: "Less is more." "The less we do each year, the faster the results at the system level come." "We hate to see performance below our standards, but we will do less if we try to do it all."[31] Another risk is not being clear of the cost of initiatives and by default or plan, assigning insufficient resources (includes time, people, money, both capital and operating) to accomplish the task.

III. Future Performance

Leaders and managers look forward to the future with some anxiety. They recognize the challenges of service delivery, particularly matching supply to demand. The budget going forward creates

---

[31] Nolan TW. *Execution of Strategic Improvement Initiatives to Produce System-Level Results.* IHI Innovation Series white paper. Cambridge, Massachusetts: Institute for Healthcare Improvement; 2007. p. 3 (Available on www.IHI.org)

additional challenges. However, there are changes implied by the trends that can restructure health care to become sustainable. Providing care that keeps people out of hospital is imperative. Direct care funding has provided care outside of a long term care facility. The use of teams to provide the most appropriate care can both improve care and decrease cost. Investing in technology so that information is shared easily facilitates quality care, eliminates duplication of care and allows decision support is imperative as well. Unfortunately some of these changes require investments upfront and money will be able to be removed from the system at a later point in time. If Regions were paid to keep people healthy there might be quite a shift in how the system is set up.

The Region is planning to invest further in efforts that will improve the quality and safety of care we provide. The anticipation is that not only will this provide better care to the Region's clients, but it will also shorten length of stays and drive down cost. Investments in Chronic Disease Management are designed to provide better care to those with chronic disease, including help people manage their chronic conditions themselves, and to prevent hospitalizations. Again this will eventually drive down costs. A plan has been developed to decrease overtime, sick time and WCB claims and the number of lost days. If these efforts are successful more people will be at work, which will improve the work environment and again decrease costs.

Shared services across the province are being pursued as a way to improve efficiencies.

In targeted areas processes will be improved to provide better service and drive out waste, again reducing cost over time.

The Region is committed to its vision of Healthiest People, Healthiest Communities and Exceptional Service. We will continue to work towards this Vision.

PAYEE DISCLOSURE LIST

Payees are listed in three categories with information provided as follows:

Category	*Information to be Included*
Personal Services	**Disclose the name and amount paid** to individuals of the **RHA** who received salaries, wages, bonuses, honoraria and compensation for personal service. This category includes unionized and non-unionized employees, senior management (that are also included in Schedule 5 of the Audited Financial Statements), and contracts where an 'employee/employer relationship' is established. The amount paid includes the following: **Salaries:** Stated salaries include all payments made to individuals throughout the fiscal year and ***are not restricted to base salary payments.*** Payments included in the figure are as follows: regular base pay, overtime, lump sum payments, honoraria/retainers/per diems, severance pay, non-taxable career assistance, education leave allowance, taxable employee education expenses, car allowances, and any other direct cash remuneration including sick leave, short-term disability, vacation, and differentials. **Contracts:** The total amount paid (over the threshold) if an 'employee/employer' relationship exists. If the relationship does not exist and the payment is over the minimum threshold, report the amount as a 'Supplier Payment'.
Transfers	Disclose the payee's name and amount paid for each payee receiving payments for: program grants, funding, foundations, donations, sponsorships and Health Care Organizations, over the minimum threshold. Do not disclose details for programs of a confidential and personal nature (e.g., individualized funding for home care lists the program name with a total of payments greater than $50,000, not the total for the program). Transfer amounts for each Affiliate equal the total grant (or funding) less the amount recorded in the previous section for personal services for that affiliate.
Supplier Payments	Disclose payee's name and amount paid for the provision of goods and/or services to the RHA. Also, include contracts over the minimum threshold of contracts where an 'employer/employee' relationship does not exist.
Other Expenditures	Disclose payees name and amount paid for expenditures of the RHA above the threshold not included in other categories.

Name	Total
ADLAND, MICHAEL	59,028
ABBS, ANNA MARI	72,508
ABDELLATIF, TREENA	87,053
ABELE, BARBARA	96,510
ABELEDA, LORIDEL	89,204
ABROGENA ALMOITE, ROWENA	76,264
ABTOSWAY, LANA	87,783
ACABA, ACHILLES	100,756
ACHILLES, SHEILA	135,213
ACHTEMICHUK, ROSE	87,229
ACTON, BRYAN	110,879
ADAIR, ALLISON	71,738
ADAIR, MARY	81,150
ADAMS, DERLE	84,406
ADAMS, JOY	134,876
ADAMS, KRISTA	58,498
ADAMS, MARLISS C	52,469
ADAMS, NORA	50,901
ADAMS, TAMARA	78,290
ADAMSON, CHERYL	85,772
ADHANOM, GHENET	88,891
ADRIAN, CARYN	77,524
ADRIANO, MA AUGUST	83,070
ADRIANO, MA TERESI	74,539
AFSETH, BARBARA	67,524
AGAH, SARA	59,811
AGNEW, BETTY LOU	84,603
AGUILAR, AILEENE	68,429
AHMED, JENNIFER	79,960
AKISTER, TERRENCE	71,778
AL SHAIBANY, JAWAD	64,602
ALBERT, LINDA	88,063
ALBERTS, ALICE	88,365
ALBERTS, LORRIE	82,556
ALBERTSON, WENDY	72,347
ALBUS, WARREN	98,784
ALDRED, KATHLEEN	68,418
ALDRED, MERRAN	50,236
ALFORD, TRACEY	87,505
ALKESTRUP, AMANDA	83,591
ALLAN, PATRICIA	55,159
ALLEN, CAMERON	102,772
ALMASI, BRIANNE	56,199
ALMQUIST, INGER	87,951
AMBAY, JUDY	116,300
AMOA AMPAH, JANE	65,919
AMY, EILEEN	68,231
ANDAL, BRITNEY	58,182
ANDAL, RAHLYN	83,142
ANDERSON, AILEEN	86,027
ANDERSON, CATHERINE	61,010

Name	Total
ANDERSON, CORINNE	110,820
ANDERSON, DARCIE	69,119
ANDERSON, DAWN	51,400
ANDERSON, DEBORAH	67,186
ANDERSON, DENISE	53,914
ANDERSON, DON	55,854
ANDERSON, ELAINE	95,845
ANDERSON, HEATHER	60,593
ANDERSON, HELEN	87,342
ANDERSON, JAN	75,622
ANDERSON, JANE	70,056
ANDERSON, JOANNE	61,346
ANDERSON, KRISTA	72,560
ANDERSON, PAM	87,938
ANDERSON, TROY	74,426
ANDRADE, CELINE	83,044
ANDREEN, WANDA	78,236
ANDRES, LYNDA	51,789
ANDREWS, JEAN	108,956
ANGELSTAD, BRENDA	53,499
ANGLE, AMANDA	63,839
ANTHONY, SHEILA	72,076
ANTONY, TRACY J	65,713
ANTYMNIUK, ANDRIANNE	88,995
ANWEILER, JANICE	77,259
ANWEILER, JANICE	63,989
ANZURES, CHRISTINE	86,756
APOLONIA, SHELLEY	82,844
APPELL, RONDA	59,888
APPL, RUTH ANNE	100,638
APPLETON LEGGE, SYLVIA	86,367
APRIL, CLAUDE	55,074
ARANAS, KRISTINE	89,973
ARCHER, JUDY	121,971
ARCHER, TIM	86,708
ARCHIBALD, CHARLENE	54,608
ARCHIBALD, DOUG	86,242
ARDELL, MARY ANN	98,364
ARENDT, LAUREL	85,973
ARMBRUSTER, CANDACE	79,800
ARMBRUSTER, PATTI	79,499
ARMBRUSTER, TREVOR	80,831
ARMSTRONG, LAURA	100,278
ARNAIZ, ARJONE	107,846
ARNASON, SANDI	58,583
ARNOLD, CHRIS	88,482
ARNOLD, DONNA	81,422
ARNOLD, JANICE	86,625
ARNOTT, JANET	82,235
ARRIETA, CHERYL	56,265
ARTHUR, MAUREEN	68,699

ASCHIM, DAWN	68,555
ASHFORD, DEREK	64,007
ASHLEY, VIVIAN	88,752
ASHWORTH, BARBARA	72,910
ASKWITH, MAXINE	52,318
ASMUNDSON, BARBARA	85,355
ASPINALL, CESIA	80,365
ASPINALL, LETICIA	67,303
ASSIOBO, TAMMY	51,842
ASTALOSCH, KATHERINE	60,148
ATENDIDO, PHOEBE	90,531
ATHMER, LANCE	95,594
ATKINSON, WENDA	84,884
AUBICHON, JAIME	56,225
AUBIN SINGH, THERESA	51,952
AUDET, SUZANNE	98,669
AUGUSTINE, DONALEA	96,846
AUSTIN, RUTH ANNE	57,746
AYALEW, IRIS	57,309
AYE, AYE AUNG	91,791
AYERS, CRAIG	101,895
BABA, NICOLE	70,242
BACANI, ANABEL	82,636
BACHIU, LINDA	55,701
BACHMAN, LANCEY	50,248
BACHMAYER, RENE	67,786
BADER, JOANNE	51,324
BADONG, MALVIN	88,132
BAHREY, SUSAN	57,425
BAIER, JENETTE	63,995
BAILEY, JESSICA	79,828
BAILEY, MARILEE	66,577
BAILLARGEON, DARLENE	73,772
BAIRD, SHIRLEY	52,108
BAKARE, ADEBAYO	62,722
BAKER, JENNIFER	77,305
BAKER, KATHLEEN	71,552
BAKER, LINDA	59,682
BAKER, THOMAS	86,230
BAKOS, BRIAN	75,069
BALCAEN, JASON	52,374
BALEZANTIS, RON	122,146
BALISKI, RYAN	125,470
BALL, JOANNE	51,860
BALLANTYNE, TONIA	68,186
BANG, SEUNG HAE	51,699
BANKS, GAIL	84,745
BANOW, VANESSA	76,601
BANTON, SUSAN	57,879
BAQUIRAN, MARIA	97,767
BARABASH, WADE	60,303
BARAN, LINDSEY	63,347
BARBER, CASSANDRA	87,081
BARBOLUK, PETER	81,669
BARDON, REY	72,615
BARILLA, MARYLEE	84,097
BARKER, SHIRLEY	68,964
BARKMAN, PATRICIA	101,834
BARLOW, AMBER	70,008
BARLOW, MARILYN	102,017
BARNES, JANET	62,363
BARNHILL, KAREN	78,057
BARON, OREST	85,544
BARR, CINDY	89,916
BARRON, LOREN	51,724
BARSALOU, ANGELA	79,727
BARSI, LORELIE	50,840
BARSS, BARRY	87,262
BARTEL, CAROLYN	64,788
BARTEL, DARLENE	104,349
BARTEL, DENISE	52,775
BARTEL, MAUREEN	51,762
BARTLETT, PATRICIA	76,489
BARTLEY, BRENDA	70,427
BARTRAM, JOHN	76,499
BARTSCH, HEIDI	85,740
BARTSCH, JENNY	128,855
BARTSCH, LAURIE	76,654
BARTY, JO ANN	54,006
BARUELA, EVELYN	69,669
BARUT, ALICIA	57,590
BARUT, TERESITA	106,000
BARYLUK, LORRIE	77,206
BASCHUK, SELENA	60,230
BASILAN, GWEN	83,740
BASSET, JODY	57,049
BASSET, KARINA	69,243
BASSINGTHWAITE, KAREN	94,754
BATALLONES, BONIFACIO	97,431
BATES, JESUSA	76,962
BAUER, JENNIFER	59,392
BAULE, CATHERINE	70,871
BAUMAN, MELANIE	69,179
BAUML MURRAY, MARIANNE	51,604
BAUMUNG, DAVID	54,148
BAUTISTA, PAULO	108,916
BAXTER, GLEN	92,474
BAXTER, JANET	72,084
BAYDA, JUDY	54,453
BAYNE, DOLORES	83,839
BEACH, LAURA	73,403
BEAL, MICKELLE	68,369
BEAR, DONALD	57,620
BEARSS, MARK	79,915
BEATON, ANNAMARIE	104,893
BEATTY, EDNA	80,815

BEAUCHAMP, LAURIE	68,265
BEAUCHEMIN, GRANT	58,359
BEAUDOIN, JEANNE	69,995
BEAUDRY, ANDREA	58,769
BEAUDRY, YVONNE	70,557
BEAULIEU, GISELLE	91,363
BEAVIS, BONNIE	60,968
BECK, ADAM	81,426
BECKER IRVINE, CHRISTI	76,448
BEETON, SHEILA	90,200
BEISEL, MAUREEN	110,666
BELAN, EKATERINA	62,746
BELANGER, SYLVIE	67,061
BELIVEAU, SUSAN	91,811
BELL, BETTY	83,260
BELL, DENISE	60,638
BELL, KATHY	100,570
BELL, LARRY	63,821
BELL, RUTHANNE	111,280
BELL, SYDNEY	54,633
BELTON, GERALD	86,231
BENALLACK, MAUREEN	53,762
BENDEL, AMANDA	63,074
BENDELL, COLIN	55,237
BENDER, RICHARD	59,394
BENDER, TYLAR ANN	60,632
BENDIG, PENNY	83,092
BENDIG, SHIRLEY	83,686
BENKIC, DONNA	66,074
BENMERROUCHE, MELANIE	97,223
BENNETT, ELAINE	60,031
BENNETT, JANICE	83,522
BENNETT, JON	61,426
BENNETTO, RAMONA	64,796
BENOIT, JANINE	108,579
BENSON, COLLEEN	56,743
BERES, JULIE	67,010
BEREZUIK, BONNIE	78,168
BERGEN, ANNETTE	74,933
BERGEN, GARY	54,757
BERGEN, LISA	93,698
BERGER, JANICE	115,186
BERGERMAN, DESIREE	52,465
BERGERMAN, JOHANNA E	68,360
BERGERMANN, DONNA LEE	54,251
BERGERMANN, NATALIE	70,400
BERGLUND, CARMEN	85,279
BERHE, KIDANE	58,935
BERKOVITCH, OLGA	75,038
BERLINIC, SHELLEY	68,408
BERNARDO, ERROL	100,957
BERNDT, TERA	69,951
BERNETT, DALE	60,801
BERNHARD, DEENA	62,655
BERNHARDT, DAVID	171,738
BERNIER, JANE	69,164
BERRY, DARLENE	70,445
BERRY, SHEILA	56,652
BERSCHAMINSKI, JUDY	52,635
BERSCHEID, CHELSEA	94,247
BERSCHEID, CLAUDIA M	102,738
BERSCHEID, YVONNE	92,500
BERTOIA, FRANK	76,855
BERTSCH, BONNIE	68,833
BERZOLLA, BRIAN	87,844
BESSETTE, JOANN	54,627
BETEMPS, VALERIE	76,125
BETHUNE, DARRELL	95,155
BETHUNE, DIANNE	60,190
BETKER, FRANCIS	64,152
BICHEL, JOSEPH	66,996
BIEBER, JANE	94,100
BIEHN, REGAN	65,321
BIEMANS, SHERI	50,069
BIEVER, MIRANDA	60,412
BILANSKI, SHARON	91,010
BILAWCHUK, STACEY	59,265
BILLY, DEBORAH	63,201
BILODEAU, TANYS	72,508
BIRD, CAMERON	86,814
BIRKLAND, MELISSA	52,479
BISHARA, FELICIA	66,285
BISHOP, LESLIE	73,714
BISHOP, STANLEY	87,690
BLACKWELL, PAT	54,534
BLAIR, BRIAN	62,004
BLAIR, DOROTHY	69,290
BLAIR, TIFFANY	89,061
BLAIS, ALETA	87,709
BLAIS, CHRISTINE	65,181
BLAK, JEREK	85,313
BLAKE, RUTH	76,617
BLAKELY, LYNETTE	84,191
BLAKLEY, BONNIE	181,194
BLAKLEY, TARA	89,134
BLANCHARD, AMANDA	51,630
BLANCHARD, GLENDA	50,231
BLATZ, MONIQUE	55,424
BLEAKNEY, DONNA	124,180
BLECHINGER, CRAIG	74,945
BLEIE, CORRINE	75,553
BLENKINSOP, EVELYN	52,727
BLEVINS, SANDRA	181,194
BLEY, LONNIE	75,757
BLINSTON, DANIEL	85,562
BLOCK, GERALD	104,247

BLOCK, GRACE	74,443
BLOCK, JANICE	72,194
BLOCK, JENNIFER	63,509
BLOCK, KEITH	85,082
BLOK, CATHERINE	93,840
BLONDEAU, JOSEPH	176,149
BLOOM, VERNA	87,024
BLOOMFIELD, SYLVIA	63,065
BLUE, GRAHAM	80,584
BLUMENSCHEIN, PAMELA	57,665
BLUMERS, JODY	70,816
BLUMRICH, KARLA	56,999
BLYTH, REBECCA	54,901
BOBBEE, MEGAN	57,069
BODEN, REBECCA	79,216
BODENSTAB, RASCHELLE	64,843
BODNAR HIEBERT, TERESA	64,304
BODNAR, BERNARD	74,759
BODNAR, COURTNEY	60,790
BODNAR, ELAINE	63,768
BODNARCHUK, CHARLENE	87,604
BODNARYK, GARRY	89,869
BOECHLER, BETTE	122,757
BOECHLER, CHRISTINE	51,428
BOECHLER, DIANE	52,480
BOECHLER, RHEA	52,764
BOEHME, ANGIE	64,447
BOEHMLER, ERWIN	50,614
BOHLE, TAMI	67,642
BOHLKEN, JEREMY	73,804
BOLAN, JOAN	66,752
BOLD, SHARON	50,389
BOLDT, CHERYL	73,286
BOLDT, ROBERTA	70,897
BOLLINGER, JONATHAN	95,041
BOLLINGER, SUSAN	90,582
BOLTON, LISA	95,965
BOND, TAMARA	52,980
BONIN, CRYSTAL	80,459
BONIN, GAYTAN	75,852
BONIN, LINDSAY	74,116
BONLI, RUPAL	97,786
BOOTH, CHERYL	86,400
BOOTH, LAURIE	109,869
BOSCHMAN, HENDRIKJE	77,766
BOSER, PATRICIA	101,583
BOTHOREL, KATHRYN	90,311
BOUCHARD, JILL	62,936
BOUDREAULT, LYNN	103,151
BOURASSA, PENNY	72,359
BOURDAGES, WANDA	61,513
BOURDON, KATHRYN	73,448
BOURRET, LINDSAY	50,279
BOUSQUET, CATHERINE	72,791
BOUTHILLETTE, RHONDA	55,043
BOUVIER, RUTH	88,072
BOWDEN, JACQUELIN	55,208
BOWERING, KEVIN	51,227
BOWERMAN, CASEY	72,534
BOWES, SHANNON	59,421
BOWYER, SHIRLEY	83,129
BOYCE, ERIN	72,706
BOYCHUK MCRAE, CINDY	85,445
BOYD, JACQUELIN	79,153
BOYD, RANALD W	70,137
BOYD, SARAH	66,459
BOYER, DOUGLAS	53,576
BOYES, BRIAN	52,545
BOYKO, ROGER	69,886
BOYLE, HEATHER	50,150
BOYS, DONNA	79,482
BRAATEN, KATHERINE	51,498
BRAD RICHARDS, LAURIE	67,521
BRADEN, PATRICIA	74,831
BRADLEY, BRENDA	83,829
BRADLEY, EARL	72,269
BRADLEY, JANET	56,870
BRADLEY, SHIRLEY	58,672
BRADLEY, TERRY LYN	52,318
BRADSHAW, JOAN	83,269
BRAITENBACH, LEONA	80,374
BRAND, VICTORIA	54,959
BRANDT, ARLENE	99,219
BRANTON, KAREN	91,134
BRASH, WILLIAM	95,055
BRASS, CHARLENE	57,064
BRAUN, BRENDA	57,013
BRAUN, LINDA	62,268
BRAUN, LOUISE	99,605
BRAUN, ORLA	88,329
BRAUN, PATRICIA	88,897
BRAUN, SANDRA	78,242
BRAY, CAROLYN	86,659
BRAY, SCOTT	60,172
BRAYSHAW, KIMBERLEY	74,403
BRAZIER, BETTE	94,703
BRECELJ, ELAINE	91,177
BRECHT, CHERYL	68,562
BREHON, BRENDA	77,243
BREIDENBACH, KAREN	87,784
BREKER, LAURIANE	57,352
BREMNER, LINDA	57,449
BRENAUT, CHERYL	72,408
BRENNAN, SIOBHAN	64,735
BRENNER, LINDSAY	56,145
BREWSTER, CHERYL	110,675

BRIAND, MELANIE	51,687
BRICK, SHELLY	50,172
BRIENS, JOAN	83,696
BRILLANT, LYSA	57,856
BRINKMAN, AUDRA	55,253
BRINKMAN, JULIE	70,610
BRISCOE, WILLIAM	74,473
BRISEBOIS, NANCY	88,009
BRITTON, SUSAN	73,092
BRITZ, KENDRA	59,776
BROMM, LEANNE	59,731
BROOKS, MARK	60,520
BROOKS, SUSAN	60,980
BROOKS, WARD	75,048
BROST, RUTH	89,936
BROTZEL, MARLEEN	93,732
BROWN, AMBER	70,402
BROWN, CARMEN	63,918
BROWN, CAROL	92,803
BROWN, EMERALD	77,465
BROWN, GLENDA	63,539
BROWN, JESSICA	50,941
BROWN, KATHLEEN	65,142
BROWN, KIMBERLY	68,135
BROWN, RICHARD	57,508
BROWN, SHAUNA	66,833
BRUCE, ASHLEIGH	52,697
BRUCE, JANICE	78,536
BRUCE, MARIE	79,106
BRUCE, PATSY	94,565
BRUCKS, SUSAN	89,146
BRUDEHL, MARJORIE	65,907
BRYANT, COLEEN	108,493
BRYANT, LINDA	112,384
BRYCE, BETTY	51,792
BRYDEN, CANDICE	112,209
BRYDEN, LINDA	77,126
BUCHAN, ANGELA	87,447
BUCHHOLZ, BLAIR C	110,271
BUCHINSKI, TAMMY	79,798
BUCHKO, PHYLLIS	79,596
BUCHNER, PETER	55,487
BUCKINGHAM, SARA	51,783
BUCKLE, SHERRI	68,233
BUCKLEY, ALAN	126,837
BUCSIS, LOUISE	77,664
BUDNICK, PATRICIA	53,443
BUDZ, MARK	91,355
BUECKERT, ANN	50,750
BUEHLER, COLLEEN	55,115
BUELL, LAURA	53,060
BUETTNER, ADAM	78,127
BUHR, ANNAMARIA	81,192
BUIS, JACQUELIN	69,924
BULMER, DARIN	60,359
BUNKO, CHRISTINE	94,567
BUNNEY, JULIE	57,714
BURGESS, JACQUELIN	73,121
BURGESS, TRACY	83,297
BURGHALL, HOLLY	84,199
BURKART, KATHERINE	71,223
BURKE, AARON	89,491
BURKE, CARLA	76,752
BURKO, DONNA	86,928
BURNS, BONNIE	87,743
BURRIDGE, MARILYN	87,238
BURROWS, KELLY	55,699
BURTON, VIOLET	60,816
BURWASH, CONNIE	60,407
BUSBY, LEANNE	76,578
BUSCHAU, ELISE	64,246
BUSCHMANN, GAIL	65,703
BUSHMAN, MARILYN	66,351
BUSSE, PATTI	60,257
BUTTINGER, MARY	57,707
CACHO, ALFEO	73,481
CADMAN, COREY	88,039
CALLOWAY, BRENDA	61,336
CAMERON TURLEY, JENNIFER	75,678
CAMERON, CAROL	50,808
CAMERON, COLLEEN	86,601
CAMPBELL, DONNA	82,137
CAMPBELL, HEATHER	85,737
CAMPBELL, JOHN	82,462
CAMPBELL, KRISTIN	74,506
CAMPBELL, LINDA	59,674
CAMPBELL, PATRICIA	67,632
CAMPBELL, SHIRLEY	86,962
CAMPBELL, STACEY	69,645
CAMPBELL, SUSAN	95,474
CAMPBELL, THERESA	63,649
CANNON, LLOYD	64,142
CAPALLA, PAULA	91,767
CARDINAL, LOUISE	88,779
CARLOS, BARBARA	84,497
CARLSON, CRYSTAL	52,166
CARLSON, KIM	64,884
CARLSON, MARION	58,776
CARNAGO, PAULA	58,192
CARNEY, LAURA	81,109
CARON, PENNI SUE	92,939
CARR, BONNY	101,346
CARRUTHERS, KATHRYN	61,268
CARSWELL, RITA	91,394
CARTWRIGHT, COLLEEN	83,507
CASEY, JACQUELIN	85,559

CASILLAN, ROSALEE	93,939
CASOVAN, KATHRYN	64,479
CATAPANG, AGNELA	76,904
CATCHUK, ALICIA	56,765
CATTON, LINDA	91,042
CAULKETT, SEAN	83,414
CAVANAGH, DEIRDRE	61,153
CAVANAUGH, BRENDA	80,467
CENAIKO, BRENDA	58,703
CERKOWNIAK, GWEN	76,504
CHABASSOL, ELIZABETH	75,358
CHADNEY, JENNIFER	69,287
CHALAZAN, WENDY	88,595
CHALIFOUX, DONNA	67,528
CHALMERS, LOIS	52,343
CHAN, BETTY	53,782
CHAN, KAREN	75,029
CHANTLER, RENA	83,237
CHAO, CLAIRE	72,888
CHAPMAN, GAIL	92,456
CHAPMAN, RENE	60,201
CHAPPLE, MARY ANN	52,458
CHARBONNEAU, DEANNA	72,262
CHARLTON, LINDA	75,935
CHARPENTIER, COLLEEN M	83,860
CHARTIER, LORI	99,987
CHARTIER, SHARON	86,804
CHATTERSON, PATRICIA	85,113
CHAVEZ, MARY ROSE	94,937
CHEREPACHA, SHARI	83,210
CHERNOFF, SHANNON	77,023
CHEUNG, YUK TING	85,401
CHEVRIER, PHILIPPE	54,913
CHIESA, AMANDA	76,088
CHILD, AMANDA	88,833
CHILD, CHERYL	83,310
CHILD, PATRICIA	84,098
CHILDS, CARMEL	112,453
CHILDS, VIVIAN	50,223
CHINSKI, LOGAN	63,554
CHIPAK, MARTHA	74,418
CHIPAK, NATALIE	92,327
CHIPPERFIELD, KATHLEEN	89,926
CHIPPERFIELD, VALERIE	51,440
CHISHOLM, KRISTI	100,952
CHLAN, MALCOLM	90,738
CHLAN, MELODEE	83,257
CHMIL, JOANNE	57,623
CHO, BORA	72,547
CHOBOTUK, DEB	85,600
CHOMETA, JAMES	90,978
CHOMETSKY, WILMA	83,970
CHOMYN, JANICE	113,713
CHORNEY, KATHERINE	69,109
CHORNEYKO, PATRICIA	90,765
CHOUINARD, KAREN	78,034
CHOVIN, LESLIE	66,097
CHOW, KAM	67,067
CHOW, MORGAN	83,113
CHRISTIANSON, CINDY	57,182
CHRISTIANSON, KATHERINE	68,249
CHU, CAROLYN	70,182
CHURCH, MELISSA	80,351
CHURCHWELL, JUDY	92,318
CHUTE, AMANDA	64,716
CHUTSKOFF, PATRICIA	83,893
CHYKOWSKI, WARREN	72,622
CHYSYK, LOIS	65,643
CLAASSEN, TRACY	95,547
CLANCY, ANNA	56,496
CLANCY, SHEILA	62,848
CLANCY, VIVIAN	91,646
CLANCY, WARREN	51,128
CLAPPER, PAULETTE	50,559
CLARION, CHRISTOPH	70,090
CLARK, BONNIE	56,918
CLARK, CHRIS	53,662
CLARK, HEATHER	72,311
CLARK, JACLYN	64,830
CLARK, LISA	73,405
CLARK, LIZANNE	61,290
CLARK, PATRICIA	89,561
CLARK, VIVIAN	78,846
CLARKE, AMBER LEE	68,349
CLARKE, JO ANNE	53,488
CLARKE, JUDY	59,682
CLARKE, LORNA	148,585
CLARKE, NADINE	77,968
CLATNEY, RICHARD	77,127
CLAXTON, TINA	50,067
CLAY, DANA	79,005
CLAYTON, KARI	81,994
CLEMENS, RENEE	102,226
CLINTON, ANDREA	103,984
CLOSS, THERESA	56,775
CLOSSON, JUDITH	89,738
CLOTHIER, KAREN	63,899
COAKWELL, APRIL	56,051
COATES, JAMIE	89,887
COCHRANE, TRINA	58,259
COCKRUM, BONNIE	52,175
CODE, ERIN	51,183
COFLIN, MORGAN	77,573
COGHILL, CAROLINE	60,672
COHEN, BERNENE	58,283
COLLIN, DONNA	54,530

COLLINS, BEVERLEY	61,340
COLLINS, CAROL	67,322
COLLINS, FELICIA	57,088
COLLINS, TRACEY	79,510
COLLINS, VICTORIA	87,338
COLTER, BRENT	55,382
CONAN, JANET	99,659
CONKLIN, MARY	67,177
CONN, AUDREY M	88,267
CONNELL, KAREN	83,324
CONNOR, BRIGITTE	71,923
CONSTANT, BRIAN	50,728
CONSTANT, MARLENE	95,172
CONSTANTINO, GLADYS	76,288
CONWAY, JANE	63,797
CONWAY, SHIRLEY	88,358
CONWAY, STEPHANIE	65,635
COOK, CAROL	58,299
COOK, GUY	62,413
COOKE, PATRICIA	54,796
COOMBS, MAUREEN	98,558
COONEY, DOUGLAS	61,469
COOPER, BRADLEY	65,002
COOPER, LORILEE	89,272
COOTE, CATHERINE	117,581
COOTE, CHARLOTTE	66,494
COPP, SHIRLEY	50,400
COPPENS, DONALD	58,425
CORBEIL, JEANNELLE	95,928
CORBETT, LYNN	94,900
CORBETT, TENNILLE	64,915
CORDES, TAMARA	58,825
CORNEY, PATRICK	82,050
CORNISTA, MARIA	72,789
CORREO, PREEMA	87,405
CORRIVEAU, NICOLE	59,614
CORRIVEAU, SIMONE	59,586
CORTUS, MONICA	71,820
COSSETTE, CHRISTINA	67,931
COTE RESCHNY, KIMBERLEY	68,470
COTE, COLLEEN	81,363
COTE, KAROL	93,944
COTTON, LYNNE	63,270
COULDWELL, COLLEEN	82,472
COULDWELL, MARGO	96,184
COURNOYER, KELSEY	58,338
COURTNEY, SHARON	84,794
COUTTS, MELANIE	63,282
COUTURE, JOANNE	58,903
COUTURE, MONICK	75,480
COUTURE, RITA	74,582
COWIE, AUDREY	59,620
COX, WAYNE	52,683
COXFORD, VICKI	52,907
CRAM, KATHIE	75,718
CRASWELL, MARILYN	90,965
CRAVEN, BARB	66,443
CRAWFORD, SARA	53,649
CREIGHTON, TRACY	83,566
CRESSMAN, GRACE	141,483
CRIDLAND, CHEZ LYSE	66,031
CRIPPEN, AARON	52,625
CRIPPEN, SHARON	60,091
CRISTOBAL, ROBERT	93,130
CROMARTIE, JENNIFER	90,654
CRONE, VALERIE	91,643
CRONK, SHARON	65,222
CROOKS, MARY	61,485
CROSBY, SARAH	86,002
CROSSMAN, HEATHER	87,156
CROSSMAN, HEATHER	50,083
CROSSMAN, LOIS	68,973
CROSSON, SHAWNA	56,948
CROTEAU, ROBERT	50,898
CROWE, ALECIA	115,613
CROWE, MARK	121,137
CRUIKSHANK, BERNIE	97,086
CRUTCHLOW, TODD	89,321
CRUZ, JERRY	64,241
CRUZ, MARK	82,444
CRUZ, MICHELLE	70,632
CRYDERMAN, KERRI	72,807
CUGNET, NICOLE	83,040
CULHAM, MICHELLE	64,177
CUMMINGS, CHERYL	85,977
CUNNINGHAM, LINDA	51,756
CURRIE, BARBARA	59,106
CURRIE, TRACY	50,011
CUSHON, JENNIFER	51,719
CUSHWAY, LYNN	85,420
CUSTER, BARBARA	80,010
CUSTODIO, MONINA	68,654
CYR, DONNA	106,641
CZEKAJ, LYNELL	53,016
D ARNOT, DEBORAH	75,345
D EON, JOCELYN	60,691
DAGENAIS, RICHARD	90,265
DAGG, DIANE	75,448
DAHLEN, DOREEN	51,190
DAHLGREN, MARK	103,429
DALTON, SHIRLEY	82,543
DANELIUK, LEE ANN	64,970
DANGOR, JULIE	70,534
DANIELS, JULIA	98,004
DANYLCZUK, MICHELLE	70,717
DANYLYSHEN LAYCO, TRACY	76,166

DARBYSHIRE, RHONDA	81,381
DASH, DIANNE	84,326
DASH, EARL	65,881
DAVID, LESLEY	53,072
DAVIDSON, AMANDA	52,186
DAVIDSON, GAYLE	87,343
DAVIDSON, IRIS	86,018
DAVIDSON, TERRENCE	91,646
DAVIES, DANIEL S	112,775
DAVIES, DAWN WYNN	87,240
DAVIES, J MAURA	312,221
DAVIES, SANDRA	66,157
DAVIS, DARCY	86,308
DAVIS, ELOUISE	78,363
DAVIS, JUDY	87,688
DAVISSON, DOROTHY	83,827
DAWSON, CHRISTINE	67,524
DAWSON, HEATHER	68,273
DAYTON, MELISSA	95,748
DE BAKKER, BRENDA	86,527
DE BRUIN, PAMELA	94,245
DE JAGER, HANTIE	61,078
DE LOS SANTOS, MARIA	62,859
DE VERA, APOLLO	93,692
DEACON, MAUREEN	106,338
DEBEER, JEAN	51,655
DEBIENNE, NICOLE	64,809
DECAE, MARY JANE	50,981
DECK, ALISON	73,036
DECORBY, GAIL	65,889
DEGEN, RUTH	83,510
DEGOEDE, LAURIE	61,016
DEIBERT, LISA	93,524
DEICHERT, VALERIE	60,112
DEIGHTON, LORNE	55,985
DEIGHTON, MARNIE	53,637
DELAINEY, DONNA	61,091
DELAINEY, TARA	84,716
DELBRIDGE, IMELDA	61,172
DELLE CURTI, ANGELA	94,970
DELLE CURTI, WANDA	59,523
DELLEZAY, GEORGE	86,496
DELORME, LEANNE	76,624
DELORME, SHELLY	78,546
DEMCZUK, SUZANNE	127,632
DEMERS, FLORIDA	143,891
DEMONG, NADA	87,255
DEMPSEY, CHRISTINE	78,432
DENESIK, BEV	55,713
DENESYK, LEANNE	66,141
DENIS ALBUS, SHEILA	57,621
DENIS, BERTHE	86,207
DENIS, NANETTE	87,960
DENNISS, JUDY	50,323
DENNY, BARBARA	98,922
DENNY, DIANNE	54,144
DENTON, JENNIFER	86,000
DENTON, MARY ANN	63,283
DEPPE STEWART, UTA	65,676
DEPPELER, DAVID	85,784
DEPTUCH, LYNNE	77,396
DERDALL, BRENDA	63,115
DERGOUSOFF, SHERYL	59,881
DERKSEN, MARGO	90,295
DEROO, CATHERINE	66,356
DESJARLAIS, TRACY	120,382
DESROSIERS, DEE	80,009
DEVEREUX, KAREN	105,125
DEVREESE, KAYLA	63,558
DEVRIES, ROB	84,491
DEWEERT, DOUGLAS	63,255
DHAND, KIMBERLY	54,722
DIACON, LUCILLE	61,579
DICE, ENID	68,535
DICK, ANNALISA	64,290
DICK, CAROLYN	81,846
DIDUR, EDWARD	50,979
DIEDRICH CLOSSON, KARIN	57,655
DIEMER, MICHELLE	81,085
DIENO, ERIN	101,189
DIETRICK, STACY	89,991
DIGBY, ANNETTE	92,651
DIGBY, BRIAN W	90,165
DILLMAN, CORI	58,445
DIMAPILIS, MARIA	91,728
DIMNIK, STANISLAU	75,646
DINGAL, SHIELA	82,116
DINSMORE, CARISSA	52,415
DIRPAUL, ALMA	76,797
DITABLAN, ANNA	68,243
DIUDEA, DANA	294,572
DIX, VANESSA	54,826
DJKOWICH, DWAYNE V	84,314
DMYTERKO, CHRISTINE	50,927
DMYTRIW, LAUREEN	51,369
DMYTROWICH, DENISE	53,761
DMYTROWICH, JEFFREY	81,812
DMYTRYSHYN, CARMEN	88,961
DMYTRYSHYN, SYLVIA	91,727
DOBKO, TARA	77,350
DOBMEIER, LORETTA	58,520
DOBNI, LORREN	52,120
DOBROWOLSKY, SHELLEY	53,316
DOBSON, VANESSA	53,316
DODDS, JANIS	64,200
DODDS, TERRY K	74,475

DODGE, LISA	67,406
DOEPKER, CURTIS	58,298
DOEPKER, FAY	61,625
DOEPKER, LISA	73,745
DOGNIEZ, MYRNA	64,146
DOLAN LAPOINTE, LINDA	82,538
DOLGOPOL, KERRI	60,094
DOLOR, JACQUELIN	81,107
DONALD, BRENDAN	64,855
DONLY, DAWN	97,834
DONNAN, SHANNON	70,137
DOREY, LORELEI	61,092
DORIA, MARIANNE	101,266
DORNAN, HELEN	86,231
DOSMAN, AUDREY	51,485
DOUCETTE, DEBBIE	94,848
DOUGAN, JEANETTE	57,425
DOUGLAS, CHARLOTTE	81,945
DOW, BRETT	56,503
DOW, CHERYL	72,484
DOWN, DEBRA	57,776
DOWN, LISA	77,104
DOWN, SCOTT	51,447
DOWNEY, SHARON	51,175
DOWNING, BRENDA	86,294
DOWNING, JENNIFER	55,709
DRAUDE, DONNA	89,295
DRESSEL, JENNIFER	63,066
DREVER, EMILY	69,939
DRIEDGER, JOANNE	64,469
DRIEDGER, KATHE	85,076
DRIOL, CHRIS	71,269
DRUMMOND, GREG	141,730
DRURY, EDITH	97,651
DUBE, SOTHILE	66,875
DUBKOWSKI, CHARLOTTE	67,891
DUBOIS, GERMAINE	86,130
DUBOIS, SERENA	72,444
DUCHENE, ERIC	54,664
DUCHENE, MICHELLE	51,117
DUCHSCHER, CHERYL	88,254
DUECK, JESSICA	73,526
DUECK, SHIRLEY	84,924
DUENK, JEREMY	71,196
DUFF, CORINNE	110,504
DULOS, JOELLE M	84,788
DUMAIS, KIMBERLY	75,691
DUMAS, DENITA	79,705
DUMONT, AMANDA	76,572
DUNCAN, DAWN	76,873
DUNCOMBE, JENNIFER	51,765
DUNFORD, KAREN	50,153
DUNLOP, TERRY	56,089
DUNN PIERCE, TANYA	111,358
DUNPHY, BOBBI	99,578
DUNVILLE, DEBORAH	59,387
DUNVILLE, IAN	72,542
DUPONT, PAULA	57,103
DUPUIS, DONNA	71,954
DURAND, JANICE	56,313
DURAND, MARIE	73,414
DURANT, RANDY	88,087
DURDEN, JEAN	61,707
DURHAM, TRICIA	56,436
DUTCHAK, JANE	94,040
DUTKA, ALICIA	84,971
DUTKA, JANA	99,329
DVERNICHUK, KAREN	88,943
DYCK BROCKMAN, CHERYL	59,757
DYCK, BRIAN	72,873
DYCK, KAREN	68,826
DYCK, LINDA	94,340
DYCK, MARIANNE	65,523
DYCK, MARY LOU	65,697
DYCK, MICHELLE	104,519
DYKHUIZEN, MELISSA	82,107
DYKSTRA, DENISE	100,105
DYKY, JAN	57,054
DYNA, DEBRA	69,021
DYOK, YVONNE	101,625
DYRLAND, KAREN	99,875
DZIADYK, JANET	106,492
DZIADYK, RITA	79,281
DZIK, FARRAH	56,644
EARL, JAMES	74,106
EBENAL, COLLEEN	54,114
EBENAL, SHELLEY	75,597
ECCLES, MYRNA	89,419
ECKLUND, ELIZABETH	84,852
ECKLUND, JOANNE	88,857
EDWARDS, JACKIE	69,440
EICHORN, TERESA	55,168
EISCHEN, LISA	79,416
EISCHEN, ROXANNE	103,824
EKLUND, MICHELLE	80,352
ELASCHUK, MARYANNE	50,193
ELASH, BEVERLY	122,970
ELASH, DEBORAH	62,228
ELASH, JOHANNA	93,454
ELCHUK, SYLVIA	79,295
ELDER, MICHELE	55,133
ELDERKIN, AMBER	76,204
ELDSTROM, JO ANN	76,518
ELEK, SHAUNA	89,722
ELGERSMA, WINNIE	81,381
ELIAN, NANCY	80,811

ELIASON, LEIGH ANN	63,127
ELIASSON, CORY	53,206
ELING, CRAIG	83,151
ELKE, LAURA	79,879
ELLINGSEN, DOUGLAS	77,533
ELLIOTT, ANTHONY	76,654
ELLIOTT, JULIE	94,880
ELLIS, JON	56,456
ELLIS, ROBIN	66,830
ELVE, CAROL	60,750
ENCARNACION, NECY BELL	80,655
ENGELE, ALANA	54,581
ENGELE, JOANNE	84,494
ENGLISH, IVAN	68,160
ENNS, ALLISON	72,497
ENNS, ANDREA	77,644
ENNS, CHRISTIAN	77,139
ENNS, LYNN	55,824
ENS, JEANETTE	110,263
ENS, RUSSELL	55,690
ENTINO, IAN	91,682
EPP, COLLEEN	53,842
EPP, DEALLE	74,849
EPP, RODNEY	97,453
EPP, TORI	56,866
ERICKSON HEIDE, KAREN	60,949
ERICKSON, CARMEN	78,605
ERICKSON, CHERYL	74,921
ERICKSON, COLEEN	105,966
ERICKSON, GERALD	62,711
ERICKSON, JOANNE	52,918
ERICKSON, KIRSTA	69,934
ERIKSON PECHEY, KELLY	57,618
ERKER, DAWN	67,133
ESPANOL, ANGELINO	81,838
ESPESETH, PATRICIA	91,249
ESSON, TANIA	90,526
ESTORCO, MARIA	77,232
ETCHEVERRY, TRISTAN	56,124
EULALIA, LEONORA	56,128
EVANS, BARBARA	118,178
EVANS, DARCIA	76,779
EVANS, JENNIFER	83,264
EVANS, MARIE E	97,215
EVANS, NADINE	50,346
EVERTMAN, IAN	65,427
EWEN, JANICE	58,598
EWEN, MARLA	102,136
EWERT, SANDRA	89,081
EZZAT, WENDELIN	291,186
FABIAN, VERONICA	102,998
FAFARD, JO ANN	70,399
FAFARD, RHONDA	67,004
FAHLGREN, LAVERNE	94,993
FALASTEIN, JENNIFER	64,015
FALASTEIN, PATRICK	59,328
FALK, ALYSHA	70,597
FAMADOR, JERICO	70,230
FANDRICH, GUNTHER	54,993
FARRELL, DARLA	95,524
FAST, GRAHAM	122,135
FAST, KATE	93,498
FAST, KIM	60,468
FAST, WENDY	52,826
FAUL SMITH, KAREN	72,379
FAURE, BARBARA	89,729
FAVREAU, ANNE	107,922
FAVREAU, BEV	54,270
FAWCETT, AMBER	54,869
FEDERKO, ADELINE	74,400
FEDORAK, CORY	51,770
FEDRAU, CURTIS	60,083
FEDYK, BRIAN	65,118
FEDYK, DONNA	85,691
FEHR, DEBORAH	74,278
FEHR, DIANE E	70,549
FEHR, GUY	93,434
FEHR, KARINA	67,191
FEHR, LORETTA	93,387
FEHR, TAMI	68,146
FELDBRUEGGE, WILLIAM	78,061
FELLING, JANICE	108,879
FELTON, JANICE	104,525
FENDELET, KIM	54,633
FENNER, YVONNE	130,577
FENTIMAN, PENNY	71,384
FERENCE, JEFFREY	59,028
FERGUSON SMITH, COLLEEN	97,361
FERGUSON, BRENDA	105,618
FERGUSON, MAUREEN	52,408
FERGUSON, MEGAN	60,204
FERRIOL, RACHELLE	86,099
FERRIS, DONEEN	55,362
FFOULKES JONES, MAUREEN	92,812
FICHTNER, THORA	58,078
FIDDLER, BETTY LOU	94,719
FIDDLER, MARTIN	79,045
FIDDLER, NANCY	58,637
FIDDLER, RACHEL	62,091
FIEBER, MARLA	85,312
FIELD, JESSICA	51,311
FIKOLOMA, RUTH	88,935
FILIPCHUK, CHARLOTTE	93,393
FILLMORE, KAREN	64,057
FILOTEO, EVELYN	57,114
FINCARYK, LINDA	82,353

FINDLATER, ROSS	223,450
FINDLAY, ANDREW	92,754
FIRBY, PATTI	58,891
FISCHER, ELMA	107,352
FISCHER, PAULETTE	78,455
FISHER, EUNICE	64,749
FISHER, JENNA	59,592
FISHER, KELVIN	155,759
FITCH, RICHARD	69,309
FITZPATRICK, GAIL	50,379
FITZPATRICK, KELLY	51,018
FITZSIMMONS, LYNNE	63,661
FITZSIMMONS, MARLENE	83,714
FLACH, DEBRA	69,024
FLACH, RON	58,051
FLAHR, DONNA	53,220
FLANDERS, KELSEY	67,274
FLANDERS, ROBERTA	62,452
FLAVEL, JACQUELIN	87,149
FLEISCHHACKER, JOSEPHINE	53,538
FLEMING, CORY	52,636
FLEMING, TAMARA	52,366
FLEURY, BEVERLY	57,743
FLOGAN, CARLA	57,994
FLORA, DELL	81,460
FLYNN, MICHAEL	88,611
FONG, DORIS	50,294
FONTAINE, STEVEN	89,054
FONTAINE, SUZANNE	87,058
FONTAINE, VICKY	52,884
FONTAINE, YVONNE	88,240
FORD, CATHERINE	50,772
FORD, DEBRA	54,025
FORNWALD, MELODY	82,191
FORSEILLE, LINDA	73,801
FORTIER, NANCY	55,755
FORTIN, CLEMENT	90,326
FORTUGNO, RENEE	84,333
FOSS, SUSAN	58,871
FOSTER, BEV	98,224
FOSTER, COLLEEN	71,129
FOSTER, KATHERINE	88,123
FOSTER, KIMBERLY	77,529
FOSTER, MARGARET	58,969
FOTH, BERNICE	60,253
FOUNTAINE, FABIOLA	71,935
FOWLER, WENDY	54,246
FOX REID, MARILYN	75,066
FOX, GAIL	72,356
FRANCIS, BRENDA	86,857
FRANK, KAREN	91,840
FRANK, LISA	77,756
FRANK, LORI	126,261
FRANKO, JOANNE	87,464
FRANSOO, CHERYL	103,830
FRANZ, DEANNE	54,951
FRASER, GRANT	93,240
FRASER, STEPHEN	68,513
FREDELUCES VILLA, HAZEL	121,844
FREDERIKSEN, WENDY	90,982
FREDLUND, ROSALIND	69,381
FREILINGER, DIANNE	54,456
FREISTADT, WANDA	67,199
FRENCH, COLIN	54,109
FRERICHS, KATIE	87,132
FRICK ROZDILSKY, JANLYN	96,280
FRIEDT, JILL	87,946
FRIES, AMBER	93,133
FRIESEN, BRENT	60,097
FRIESEN, EDNA	98,408
FRIESEN, LINDA	79,263
FRIESEN, LORENA	53,701
FRIESEN, LORI	72,881
FRIESEN, MEAGHAN	73,667
FRIESEN, MICHELLE	69,511
FRIESEN, MICHELLE	65,271
FRIESEN, RUSSELL	59,026
FRIESEN, SANDRA	50,787
FRIESEN, SARAH	61,896
FRIESEN, SHANNON	79,095
FRIESEN, STEPHANIE	56,298
FRIESEN, VALERIE	83,162
FRIESEN, YVONNE	102,473
FRISKO, RENEE	84,318
FROESE, KIMBERLEE	84,717
FROESE, UNA	53,696
FROESS, MARK	87,217
FUENTES, MARIANELA	59,542
FUESSEL, CONNIE	96,120
FULFORD, MARILYN	64,107
FULMER, CINDY	50,162
FUNK, ALISA	63,522
FUNK, CHERYL	73,588
FUNK, LADONNA	74,639
FUNK, LORI	74,245
FUNK, SANDRA	52,253
FURBER, RHONDA	81,873
GABRIEL, AARON	59,640
GABRUCH, SONJA	58,894
GAGE, CHONA	101,878
GAGNON, DALE	87,127
GALATIUK, SHIRLEY	83,369
GALENZOSKI, DEBRA	66,696
GALGER, KATHY	79,278
GALLANT, LEE	81,385
GALLANT, STEPHANIE	81,299

GAMOLA, ELSIE	51,633
GANANCIAL, JANICE	78,350
GANDER, LAURA	86,594
GANTEFOER, AMY	77,406
GANUGAPATI, USHARANI	133,983
GAO, XIU LI	73,694
GARBE, JEANNETTE	67,345
GARBOLINSKY, DIANNE	64,792
GARCIA, JOSEFINA	75,026
GARDNER, AARON	91,370
GAREAU, JENNIFER	51,302
GAREAU, LANA	74,682
GAREAU, LYNETTE	75,179
GARGOL, LORIE	52,411
GARIBAY, CHARINA	56,110
GARNER, CAROLINE	51,270
GARTNER, LINDA	84,605
GASPER, LARRY	63,732
GASPERS, JANICE	61,655
GATZKE, KAREN	63,964
GATZKE, SARAH	77,598
GAUCHER, ALICE	70,176
GAUTHIER, MARIELLE	91,000
GAUTHIER, WENDY	53,059
GAVINA, CANDY	85,316
GAW, CASEY	73,651
GAWLUK, BRENDA	62,701
GE, YAMEI	196,540
GEBHART, DEANNA	101,626
GEDDERT, DAWN	86,369
GEGNER, JOAN	106,077
GEIGER, DONNA	185,015
GEISSLER, TIM	96,290
GELOWITZ, KAREN	74,207
GENEST, SHARON	89,456
GENTES, ROB	105,538
GENTNER, DARLENE	90,791
GEORGE, ALEX	86,231
GEORGET, DEBORAH	72,646
GEREIN, COURTNEY	51,634
GEREIN, JEAN	82,618
GERHARDT, ROSINE	55,028
GERLINSKY, PEGGIE	65,054
GERMAIN, BARB	94,388
GERMAIN, CLAUDETTE	67,584
GERMAIN, MARVIN	54,666
GERMAN, ROBERT	66,506
GERRARD, NIKKI S	111,291
GERSPACHER, KRISTINA	68,596
GERVAIS, DWIGHT	74,344
GERVAIS, LINDSAY	76,609
GERVAIS, THAINE	93,176
GERWING, JULIE	67,974
GERWING, KATHERINE	91,375
GERWING, MARILYN	69,800
GIBAULT, ERICA	54,614
GIBNEY, LINDA	50,849
GIBSON, BONNIE	62,822
GIBSON, DAVID	123,699
GIBSON, EILEEN	81,303
GIBSON, JULEE	104,609
GIBSON, LORRAINE	59,985
GIBSON, MARILYN	53,430
GIBSON, SANDY	100,304
GIBSON, TERRENCE	94,785
GIBSON, WENDY	82,879
GIDDINGS, GAIL	58,915
GIEFER, NAOMI	59,856
GIEG, TERESA	80,772
GIESBRECHT, DELPHINE	62,425
GIESBRECHT, VERA	62,542
GIGNAC, RAMONA	58,746
GILBERTSON, JOCELYN	56,314
GILBERTSON, KRISTINE	67,809
GILCHRIST, DAWN	67,720
GILES, ANNAMAE	69,632
GILLGANNON, ANNA	62,749
GILLILAND, SEAN	83,783
GILLOTT, CAROL	88,614
GINGARA, MICHELLE	61,408
GINTHER, DEBRA	82,034
GINTHER, RONALD	134,594
GIRLING, TRISHA	53,821
GIRLING, VALERIE	55,909
GITLIN, NICOLE	55,331
GIVEN, CHERYL	84,534
GIVLIN, HEATHER	65,980
GLAB, MELLISSA	92,976
GLAB, MICHELLE	94,762
GLEAVE, CHRISTINA	54,254
GLEMSER, SUSAN	58,037
GLENNIE, SHEILA	90,854
GLOVER, MARK	66,882
GLOVER, NANCY	88,551
GLOVER, SARA	79,974
GLUM, HELENA	92,642
GLUM, SHELLY	57,473
GOBEIL, AMBER	52,352
GODDARD, TRACEE	78,945
GODFREY, DONNA	71,539
GODSALVE, VALERIE	193,018
GOERTZ, PHYLLIS	86,891
GOERTZEN, LAURIE	66,139
GOETZ, DOREEN	61,366
GOLDADE, TRACEY	64,133
GOLDFINCH, KELLY	60,231

GOLDING, RONDA	51,767
GOLL, GWEN	86,325
GOLUBOFF, SHAINA	62,040
GOMEZ, JOSE	303,174
GONNET, BECKY	73,929
GONZALEZ, IVETTE	51,503
GOOD, APRIL	54,525
GOODFELLOW, MELISSA	65,574
GOODMAN CHARTIER, SANDRA	70,712
GOODMAN EIFLER, DAPHNE A	104,614
GOODMAN, DAVID	101,671
GOODMAN, GLORIA	81,593
GOODMUNDSON, CAROLINE	73,492
GOODWIN, MELANIE	61,165
GOODWIN, SUSAN	87,984
GOOSEN, CATHERINE	50,683
GOOSEN, KIMBERLEY	92,523
GORDON, JULIE	75,696
GORDON, TREVOR	78,652
GORE, BRENDA	59,229
GORE, RICHARD	64,150
GORGCHUCK, CAROL	88,898
GORIN, LAURA	66,996
GORKOFF, KAREY	64,167
GOSSELIN, DIANNE	69,023
GOTTS, ALEXANDRA	61,030
GOULDING, KRISTINE	74,544
GOWDA, LINDA	103,416
GRABOWSKI, JOYCE	60,303
GRACE, MELANIE	94,298
GRAF, DIANNE	79,581
GRAF, DOROTHY	62,784
GRAFF, RUTH	116,180
GRAHAM, AGNES	93,309
GRAHAM, CATHY	50,723
GRAHAM, CINDY	94,014
GRAHAM, ERIN	88,426
GRAHAM, MAUREEN A	82,227
GRAHAM, MELISSA	69,689
GRAHAM, RHONDA	73,892
GRANDBERG, MARGARET	53,534
GRANQUIST, DANA	54,246
GRANT, ALEXANDRA	62,644
GRANT, CAROL	79,046
GRANT, CHRISTOPH	91,878
GRANT, CHRYSTAL	63,659
GRANT, DORIS	59,400
GRANT, KATHERINE	56,487
GRAUER, KAREN	128,076
GRAY, GWEN	84,195
GRAY, LORRAINE	59,742
GRAZA, MARIA	83,250
GREEN, HEATHER	55,690
GREEN, KEVIN	53,597
GREENE, CINDY	84,898
GREENOUGH, TIMOTHY J	116,132
GREER, DELLA	56,492
GREER, STEPHANIE	71,729
GREGORY, KEVIN	55,993
GREGORY, MICHELLE	53,207
GRENCI, ANDRIA	71,945
GREUEL, GLENDA	53,214
GREYEYES, KAREN	94,779
GREYEYES, SANDRA	92,474
GRIFFIN, LONNIE	71,453
GRIFFITHS, AMANDA	70,868
GRIMARD, LESLEY	59,808
GRIMARD, RAYNALD	55,771
GROCHULSKI, ALEKSANDR	60,979
GROLLA, RAMONA	95,147
GRONA, MONICA	68,578
GRONSDAHL, CANDACE	50,207
GRONVOLD, TRACY	72,813
GROSS, JANET	57,382
GRUENING, KERSTEN	74,008
GRUNDNER, JENNIFER	63,156
GRYMALOSKI, KAREN	93,689
GUDJONSON, DONNA	59,573
GUDMUNDSON, CAROL	98,670
GUDMUNDSON, DEBRA	138,928
GUDMUNDSON, EILEEN	55,649
GUDNASON, DOUGLAS	71,984
GUENTER, HILDA	52,711
GUENTHER, M DAWN	101,732
GUENTHER, WENDY	62,158
GUERRERO, BREND	69,773
GUIGON, BONNIE	70,790
GUILLEMIN, VALERIE	68,874
GUILLOU, DEBRA	71,114
GUINA, KATHLEEN	91,699
GULLACHER, JANELLE	60,407
GULLEN, KATHY	85,568
GULUTZAN, MELANIE	92,547
GUNTHER HANSEN, DEBORAH	69,823
GUNTHER, JOYCE	92,000
GURNEY, NELIA	59,498
GURRY, LOUISE	71,661
GURSKY, JOE	52,882
GURSKY, SHERRY	71,897
GUSE, TAMMY	59,750
GUSPODARCHUK, BERNICE	59,253
GUTENBERG, VALERIE	80,478
GUZAK, JENNIFER	84,746
GWILLIM, PEGGY	110,272
HABERMEHL, KENDRA	68,064
HABERSTOCK, NIKKI	52,068

HACKETT, PATRICIA	89,215
HACKL, CRAIG	67,321
HADUIK, KRYSTAL	93,979
HADUIK, SUSAN	85,506
HAFNER, LAURIE	52,986
HAFNER, TANYA	84,542
HAGEL, CAROLYN	69,833
HAGEL, JAIME	65,433
HAGERTY, NICOLE	68,998
HAGGERTY, LISA	52,699
HAHN, CARRIE	56,552
HAIGHT, LYLE	65,550
HALABURA, JUDY	63,177
HALBGEWACHS, SHAUNA	70,376
HALFERDAHL, SUSAN	75,070
HALL, INDIRA	51,650
HALL, JANIS	95,895
HALL, MAUREEN	54,312
HALPAPE, JOAN	89,613
HALSTROM, LORNA	85,276
HALTER, GLENDA	50,113
HALYK, SHAYLYN	74,678
HAMBON, JEAN	79,186
HAMEL, CHELSEA	57,656
HAMEL, JENNIFER	69,390
HAMILTON, DARWIN	50,872
HAMILTON, LAURIE	53,079
HAMM, COLLEEN	85,172
HAMM, JERILYN	70,031
HAMM, MARTHA	73,685
HAMM, MYRN	103,965
HAMM, SANDRA	81,334
HAMMERLINDL, ANGELA	81,685
HAMOLINE, NORMAN	65,084
HAMPTON, CARMEN	69,686
HANCHEROFF, LISA	74,529
HANCOX, ELIZABETH	93,345
HANKE, KAREN	69,064
HANLON, KEVIN	94,923
HANMER, STACEY	84,344
HANNA, CHRISTINE	71,981
HANNA, ERIN	81,393
HANNAH, JILLIAN	71,555
HANNAM, DIANNE	88,618
HANNOTTE, ADELE	105,693
HANSEN, CLIFFORD	86,655
HANSEN, LAURA	76,756
HANSEN, STANLEY	75,937
HANSON, AMY	70,751
HANSON, BIANCA	88,166
HANSON, HEATHER	59,936
HANSON, JENEVIEVE	56,645
HANSON, LINDA	62,058
HANSON, MELISSA	57,578
HANSON, NANCY	60,908
HANSON, SPENCER	114,350
HANTKE, BRENDA	94,725
HANTKE, ERIN	72,713
HAPP, LORRAINE	87,501
HARALDSON, PATRICIA	79,627
HARBIDGE, DEANNA	60,009
HARDER, BERNICE	92,940
HARDER, HELENA	73,300
HARDER, JODY	76,225
HARDER, THERESA	71,149
HARDER, TRACEY	78,240
HARDING, DEBORAH	69,526
HARDING, JANET	122,310
HARGRAVE, LORI	69,426
HARLEY, DIANA	61,085
HARMON ATKINSON, MONIQUE	61,451
HARNEY, EVELYN	51,260
HARNISH, MARY	88,677
HAROLD, DIANE	68,918
HARPELL, STACEY	73,812
HARPER, PATRICIA	82,660
HARRIS, BARBARA	65,302
HARRIS, DWAYNE	59,289
HARRISON, TERRY	57,611
HARRISON, TISH	52,763
HART, BARBARA	59,561
HART, DANA	53,757
HART, KAREN	102,145
HART, PATRICIA	83,297
HARTLEY, GINNIE	65,392
HARTSOOK, CATHY	77,010
HARTWIG, SANDRA	67,639
HARTZ, RHONDA	62,216
HARVEY, SHARON	119,911
HASKEY, NATASHA	73,518
HATALA, JENNIFER	78,579
HATTON, LEAH	88,681
HATTORI, SUSAN	89,035
HAUBRICH, GEORGENA	57,839
HAUG, SANDRA	66,961
HAUGHIAN, MARIANNE	58,555
HAUGRUD, DIANE	92,548
HAVER, ANN	70,247
HAWKE, MARGOT	99,825
HAWKINS, ANNEMARIE	81,562
HAY, DEBORAH	62,607
HAY, MARILYN	88,639
HAYDEN, DELLA	85,150
HAYES, BARBARA	111,622
HAYES, TERRA	66,558
HEADLEY, TRACY	75,981

HEATH, JACKSON	51,013
HECK, BRIAN	107,135
HEDIN, NOLA	95,242
HEDLEY, BONNIE	65,384
HEFFERNAN, CELESTE	98,156
HEFFERNAN, JUDY	104,131
HEIDECKER, RACHEL	64,983
HEILMAN, LEAH	95,683
HEIN, NATALIE	60,197
HEINRICHS, KIP	83,282
HEINRICHS, PAMELA	86,213
HEISE, JEANETTE	76,342
HELMER, D ARCY	102,942
HEMINGSON, ELFREDA	50,367
HENBURY, LOIS	61,056
HENDERSON, MARK	81,220
HENLEY, CORYLYNN	112,176
HENRY, CAROL	92,060
HENRY, DAVID	69,519
HEPTING, CAMILLE	62,640
HERGOTT, JOAN	69,696
HERMAN, JAMIE	50,052
HERMANSON, LINDSAY	74,038
HERRERA, JOSE	84,183
HESTERMAN, YVONNE	54,775
HEUSDENS, CAROL	84,680
HEWSON, JEANETTE	69,866
HEY, FRANCES	56,439
HEYLEN, DALE	120,328
HICKS, ALLISON	63,543
HICKS, DEBBIE	101,425
HICKS, MARNI	77,880
HICKS, RORY	54,726
HIEBERT, LYNN MARI	62,304
HIEBERT, WES	78,503
HIENTZ, VALERIE	73,667
HIGGINS, DANA	60,387
HIGGINS, ROBERTA	70,982
HILBERT, KATHLEEN	71,342
HILBIG, CAROLINE	58,630
HILDEBRAND, APRIL	62,457
HILDEBRAND, CONNIE	73,729
HILDEBRANDT, LISA	51,791
HILGERS, LEEANE	50,902
HILKEWICH, MELANIE	76,560
HILKEWICH, TERRY	54,686
HILL, AUDREY	65,108
HILL, BRENDA	65,224
HILL, DARREN	63,543
HILLIS, SARAH	86,940
HILLS, JANET	71,261
HILSENDAGER, RONNA LEE	50,880
HILTON, CURTIS	62,941
HINDMARSH, KAREN	77,332
HINTHER, CATHY	94,229
HINZ, CAROLINE	57,438
HINZ, LOIS	54,329
HINZ, LORI	119,645
HLADUN, CELINE	58,621
HODGINS, IVY	71,884
HODGSON, NANCY	54,214
HODSON, ALEXANDRA	56,173
HODSON, MICHAEL A	93,753
HOFFART, EDWIN	88,429
HOFFER, DIANA	85,240
HOFFERT, CAROLYN	71,619
HOFFMAN, MICHELE	74,080
HOFFMAN, RALPH	97,483
HOFSTRA, CHANTAL	58,578
HOFSTRA, JENNIFER	52,444
HOGAN, SANDY	53,454
HOGBERG, CINDY	64,415
HOGEL, ROBERT	102,448
HOHOL, DEMJAN	179,059
HOLAND, ANISSA	75,538
HOLCOMB, VALERIE	99,649
HOLLINGSWORTH, JANA	90,894
HOLMES, CINDY	66,832
HOLMES, DENISE	87,114
HOLOWATY, JEAN	114,497
HOLSTEIN, JANELLE	79,011
HOLSTEN, JACQUELIN	78,211
HOLTKAMP, YVONNE	72,684
HOLTSLANDER, FRANCI S	75,549
HOLTSMAN, PATTI	86,541
HONDROS, BRENDA	93,176
HONEYWICH, GERALDINE	89,341
HOOD, BOB	72,952
HOOD, GAYLE	65,295
HOOGE, DIANE	50,083
HOPE, BONNIE	57,594
HOPFAUF, JOE	59,096
HOPPE, CAROLYN A	95,166
HORDAL, GAIL	84,530
HORLICK, ANNA	63,258
HORNER, JENNA	58,442
HORVATH, CRYSTAL	74,028
HORVATH, FAY	75,133
HOSEGOOD, LINDA	115,356
HOSNI, ANGELA	98,700
HOTZAK, YVONNE	82,414
HOUK, BEVERLY	76,377
HOULT, LINDA	67,311
HOUNJET, CELINE	61,804
HOUNJET, LORIE	50,244
HOUNJET, MELANIE	90,202

HOVDESTAD, WENDY	50,237
HOWARD, AUDREY	74,433
HOWARD, DENISE	89,682
HOWE, SHARI	88,442
HOWEY, LENORE	70,181
HRABOK, DIANE	69,235
HRYN, DARCY	75,492
HRYNUIK, CRYSTAL	78,201
HRYTSAK, TARA	65,719
HUARD, MARC	78,350
HUARD, SHELLEY	79,482
HUBBARD, CAROLINE	121,164
HUBER, THERESA	69,371
HUBIC, KYLE	91,488
HUBICK, SHERRI	76,034
HUCKABAY, MELISSA	76,773
HUDSON, LEONA	95,350
HUEBNER, LISA	76,035
HUGHES, HEATHER	69,230
HUMEN, VALERIE	100,118
HUMOL, ALMIRA	85,269
HUMPHREYS, DARIN	99,848
HUMPHREYS, JEANETTE	96,253
HUMPHRIES, LYNDA	52,576
HUNCHAK, AIMEE	61,463
HUNGNESS, MARILYN	55,970
HUNT, BEVERLEY	74,140
HUNTER GUTEK, SHANNON	58,416
HUNTER, DANIELLE	61,783
HUNTER, LESLEY	126,345
HUNTER, SHERI	50,015
HURLBURT, CONNIE	52,547
HUSAREWICH, DANICE	66,499
HUSSAIN, ALTAF	59,533
HUSTEJ, SUSAN	56,734
HUSTON, ROGER	90,073
HUTCHINSON, CLOVER CH	79,454
HUTCHISON, ROBERT	58,798
HUTCHISON, SHARON	97,208
HUTTON, STUART	123,394
HUYGHEBAERT, DARRYLYN	67,579
HYLAND, BRENDA	86,860
HYND, MELONYE	53,986
HYNDMAN, JOEL	53,501
IBASCO, MICHELLE	99,039
IFE, CHRISTIE	82,082
ILG, GERALD	62,772
ILKO, OKSANA	58,789
INCH, ROXANNE	75,937
INGLEBY, AMANDA	70,300
INGRAM, MICHELLE	52,406
INSULL, KAREN	85,640
IRONSTAND, NEVADA	50,225
IRWIN, HELEN	91,533
ISELY, DOUGLAS	73,078
ISLEY, MONA	83,854
ISLEY, VIRGINIA	85,980
ISRAEL, EMILY	72,076
IVLEVA, LIOUDMILA	65,399
IWANCHUK, TYLER	54,159
JABUSCH, MELODIE	78,242
JACEK, CORRINE	133,579
JACKSON, JANET	52,474
JACKSON, LEONA	76,426
JACKSON, MEGAN	64,427
JACKSON, TAMMY	56,637
JACOBS, DONNA	69,557
JACOBS, MICHAEL	66,243
JACOBSON, DARLENE	83,659
JACQUES, MARGARET	69,811
JAGO, MARSHA	60,796
JAHNER, SHARLEEN	100,526
JAMAROLIN, YVETTE	58,768
JAMES, KYLA	73,593
JAMES, LAUREN	65,941
JAMES, MICHAEL	65,250
JAMES, SHAMUS	66,146
JAMESON, ROB	65,460
JAMISON, ELAINE	87,100
JANKOWSKI, JUSTINE	70,944
JANSER, MICHAEL W	81,952
JANZEN, ANITA	63,804
JANZEN, DIANNE	77,993
JANZEN, NAOMI	90,428
JANZEN, NICOLE	50,426
JANZEN, RICHARD	60,077
JANZEN, TARA	73,754
JANZEN, TRACIE	59,102
JAROTSKI, JASON	74,560
JASIENIUK, LEE	72,231
JEFFERY, CATHERINE	105,671
JEFFREY, SHANNON	81,637
JELISAVAC, GORAN	92,295
JENKINS, SHELLEY	70,285
JENNETT, LLOYD	70,173
JENNINGS, JOANNE	57,839
JENSEN, BART	75,118
JENSEN, BRENT	90,451
JENSEN, JULIE	50,169
JEONG, MISIL	88,094
JEPSON, DEANNA	53,676
JERRADI, CHRISTINA	52,591
JESS, JAMES	56,728
JESS, KAREN	86,163
JIRICKA, MIKE	67,540
JOBE, JANET	65,945

JOHANNESSON, DON	59,533
JOHNS, JANET	69,630
JOHNSON, ALISON	54,786
JOHNSON, DEBORAH	50,726
JOHNSON, DEBRA	76,900
JOHNSON, ELLY	71,347
JOHNSON, KELLY	89,939
JOHNSON, KWEKU	80,245
JOHNSON, LANDON	63,552
JOHNSON, LINDSAY	65,902
JOHNSON, LORENE	88,830
JOHNSON, LORRAINE	81,612
JOHNSON, PAUL	62,926
JOHNSON, ROBIN	60,640
JOHNSON, STEVEN	50,846
JOHNSON, TRACEY	60,021
JOHNSTON, CHERYL	72,101
JOHNSTON, CLARE	78,969
JOHNSTON, EVELYN	80,746
JOHNSTON, FAYE	84,055
JOHNSTON, HALEY	80,476
JOHNSTON, HEATHER	78,414
JOHNSTON, JAIME	74,041
JOHNSTON, VALERIE	51,849
JOHNSTONE, LORI	77,688
JOLLY, SHELLEY	86,941
JONASSON, SHELLEY	89,490
JONES DEPTUCH, ELAINE	82,080
JONES, JAMIE	55,185
JONES, KRYSTAL	74,252
JONES, LINDSAY	65,709
JONES, MARION	75,909
JONES, NANCY	67,323
JONES, NOLA	106,703
JORDAN, MICHAEL	100,369
JOUAN TAPP, DONNA	100,962
JU, RONG	69,489
JUDD, ANN	76,142
JUDD, TRACY	53,035
JULIEN, NANCY	84,602
JULLION, SHALANE	59,625
JUMA, HUSSAIN	86,231
JUNGMAN, TANYA	67,487
JUNGWIRTH, PATTI	82,196
JUNK, MAUREEN	71,917
JUZYNIEC, ROXANE	73,751
KAAR, JASON	53,916
KABATOW, COLLEEN	91,735
KACHOR, JUNE	54,536
KACHOR, MAUREEN	83,455
KACHUK, LAVINA	87,685
KACHUR, CHANTAL	70,765
KACHUR, ELLEN	101,405
KACHUR, GARY	64,350
KADASH, NICK	77,243
KAHOVEC, CHANTAL	70,910
KALINOCHA, JAMIE	50,868
KALINOCHA, KATIE	65,624
KALYNKA, CAROLINE	74,577
KAMINESKI, CHERYL	87,607
KANE, BONNIE	68,605
KANHAI, GWENDOLYN	84,791
KANHAI, TAMRA	84,172
KANIGAN, NADINE	111,021
KANNENBERG, KIERA	54,210
KAPELL BROWN, CHERIE	68,385
KARAKOCHUK, LAURINDA	84,644
KARALASH, DAWNA	61,925
KARDASH, KIM	54,680
KARDASH, LARRY	54,527
KARLSON, CAROLYN	72,914
KARNES, LORI	92,569
KARPINKA, SUSAN	94,870
KARPPINEN, LESLIE	78,582
KARST, BLAKE	82,525
KARST, COLIN	73,249
KASLAM, MAUREEN	91,164
KASMAIEFAR, FARZIN	74,841
KATZENBERGER, RENE	59,635
KATZSCHKE, KERSTIN	55,566
KAUFMANN, CHANTELLE	51,060
KAUTH SOLMES, IRENE	59,808
KAUTZ, KATHARINE	71,332
KAUTZ, SHAMALA	67,134
KAWCUNIAK, LORRIE	85,907
KAWULA, KARYN L	97,985
KAYS, PAMELA	61,491
KAYTO, DENISE	105,327
KEBEDE, ATAKELT	55,415
KEDDY BREZINSKI, DAWN	67,495
KEELER, SUSAN	79,291
KEEN, HEATHER	51,840
KEEN, JOHN	108,130
KEENAN, TERRY ANN	50,598
KEIL, ERIC	77,855
KEINDEL, IRIS	92,672
KEINDEL, THERESA	68,147
KELLER, RENE	86,953
KELLER, RENE	52,670
KELLN, JOLANTA	96,614
KELLY BROWN, JANICE	56,205
KELSEY, MELISSA	72,695
KEMP, PAMELA	70,985
KEMPNY, KAREN	67,776
KENDEL, HEATHER	55,815
KENNEDY, VICKI	85,066

KENNY, ABIGAIL	66,964
KENT SMITH, LUIZA	97,040
KENWAY, KAREN	63,084
KEPLER, SALLY	60,636
KERNOHAN, JUDITH	59,764
KERPAN, BONNIE	90,307
KERPAN, PAULA	67,100
KESSLER, GWEN	89,450
KEYOWSKI, THERESA	79,192
KHAN, WALI	145,383
KIEFER, SIMONE	69,907
KILAND, LOREYLYE	87,474
KILDAW, SHIRLEY	77,778
KILPATRICK, MARTY	64,991
KINAR, KAREN	77,601
KINCADE, ALEXIS	72,967
KINDRACHUK, DONNA	125,894
KING, LORNA	50,744
KING, VERNA	51,816
KINGSTON, SHARON	77,634
KINGWELL, VERA	78,227
KIRK, AMY	80,689
KIRKHAM, JANICE	73,001
KIRKLAND, BARBARA	78,091
KIRKPATRICK, JOAN	91,460
KISH, JINELLE	68,887
KIZLYK, GAIL	61,367
KLAASSEN, EILEEN	50,021
KLASHINSKY, ASHLEY	55,654
KLASSEN, ALIYA	66,490
KLASSEN, ANDREA	94,442
KLASSEN, JONATHAN	62,078
KLASSEN, LAURA	73,135
KLASSEN, LINDA ANN	63,319
KLASSEN, MARIE	65,215
KLASSEN, SHANNON	76,171
KLASSEN, VALERIE	107,337
KLEBAUM, NANCY	97,427
KLEIN HEWITT, SHARON	66,199
KLEIN, JEANANNE	101,927
KLEIN, VIVIANE	53,376
KLETTE, RACHELLE	54,348
KLINE, DAVID	113,607
KNAFELC, D LYNN	86,112
KNAUS, NICOLE	60,430
KNEZACEK, SANDRA	80,762
KNIGHT, DEANNA	68,686
KNIHNISKI, ANGELA	81,577
KNOBLAUCH, LIANNE	60,236
KNORR, BERNIE	66,096
KNOX, MICHELE	54,160
KNUTSON, RENEE	72,415
KOBACK, REAGAN	72,128
KOHLE, GLENDA	95,595
KOHUT, JENNIFER	79,775
KOLBINSON, CHERYL	95,494
KOLBINSON, KAREN	72,463
KOLISNEK, SHIRLEY	66,709
KOLLA, BRENDA	81,702
KOLLA, KATHLEEN	109,412
KOLLER KLIMOSKO, KRISTA	50,236
KOMARANSKY, MARLA	60,596
KOMETSCHER, LYNN	80,622
KONECHNY, LARK	59,587
KONECNIK, LEESA	89,767
KONECNIK, TRENT	53,504
KONKEL, ALISON	60,972
KOOB ROACH, GWEN	66,590
KOOP, DWIGHT	82,041
KOOP, ELAINE	93,292
KOPECK, RICHARD	83,567
KOREC, JASON	71,243
KORNDER, NOLA	89,836
KORNDER, ROY	67,600
KORNELSEN, CHERIE	59,026
KOROL, DAWN	84,235
KOROL, LAURIE	51,791
KOROLL, SUSAN	58,149
KOROLUK, JANINE	83,006
KOROSCIL, LYNETTE	61,213
KORPAN, JOCELYN	90,405
KORSBERG, EDMEE	105,124
KORTE, JANICE	51,707
KORTE, LIANNE	81,686
KORTE, NANCY	50,003
KORTE, SHERYL	59,494
KOSAR, JUSTIN	87,894
KOSHELUK, SHERI	165,268
KOSHINSKY, COLIN	54,803
KOSHINSKY, DEBRA	112,833
KOSHINSKY, VALERIE	86,251
KOSKI, MARY	83,848
KOSLOSKI, CAROL	74,416
KOSOKOWSKY, LINDA	50,330
KOSOLOFSKI, COURTNEY	89,543
KOSOWAN, TANJIA	82,638
KOSTENIUK, LORNA	85,128
KOSTIHA, DEBRA	68,725
KOSTIUK, ROBERT	62,457
KOSTYK, JOANN	87,216
KOTELKO, AMY	73,464
KOTELKO, PEGGIE	83,356
KOTELMACH, DIANE	77,266
KOTYK, LYNN	68,331
KOTZER SCHACHER, DAPHNE	88,796
KOVACH, MARNIE	59,660

KOWAL, KIRSTI	66,162
KOWALSKY, JANNA	53,986
KRAFT, BRIAN	86,505
KRAFT, CARLEY	75,995
KRAFT, DOLORES	88,201
KRAL, MAUREEN	145,590
KRAMCHYNSKI, DARREL	63,479
KRATCHMER, MARY	76,555
KRAUSE, SHANNON	57,875
KRAWEC, LAURA	63,249
KRIEGER, ALAN	93,403
KRIEGER, ELAINE	100,113
KRIESE, BARBARA	75,125
KROEGER, ARNOLD	71,515
KROEGER, BRENDA	92,649
KROEGER, JOY	73,117
KROEGER, TERRY	104,185
KROEKER, CRYSTAL	74,083
KROEKER, ROXANNE	83,746
KRUEGER, BRITTANY	58,549
KRUEGER, DEBORAH	75,838
KRUGER, DARLENE	77,454
KRUSHELNISKI, CORRINE	63,813
KUEHN, KIM	87,789
KUIN, MARY ANNE	82,278
KUKURUDZA, PAULINE	55,751
KULING, PAUL	89,055
KULING, SUSAN	98,842
KULYK, PATRICIA	102,154
KUSHNIRUK, TRACEY	82,554
KVINLAUG, DARLENE	50,381
KWAN, KAREN	51,119
KWIATKOWSKI, BRENDA	93,857
KYREJTO, JACOB	66,619
KZYZYK, JOANNE	72,284
LA, CHRISTINA	71,541
LABAS, YVONNE	100,268
LABERGE LALONDE, JULIETTE	73,375
LABORDE, CARRIE	50,140
LABRASH, MICHELLE	87,109
LABRECQUE, JANELLE	71,245
LACEY, JAMES	94,385
LACHAPELLE, CONNIE	66,139
LACHEVROTIERE, ROBIN	57,299
LACKIE, NANCY	71,493
LADOUCEUR, NICOLE	82,161
LAHEY WIGGS, CAROL	65,614
LAHEY WIGGS, JOHN	77,865
LAING, ALISON	52,873
LAIRD, ALLISON	74,892
LAIRD, NORMA	83,902
LAKE, DEBORAH	62,854
LALIBERTE, CRYSTAL	53,967
LALIBERTE, JACQUELIN	57,728
LALONDE NICCOLI, DENISE	103,673
LALONDE, ALAIN	76,586
LALONDE, JEANNIE	75,278
LALONDE, VANESSA	59,648
LAMARCHE, SUSAN	72,971
LAMB, DARCY	73,739
LAMBE, QUINTINA	76,054
LANDELL, PAMELA	82,839
LANDERYOU, JULIE	62,525
LANDRIE, BARBARA	51,787
LANDRY, SERENA	55,634
LANDRY, SHAN	185,815
LANGE, CASSANDRA	56,210
LANGER, ASHLEY	59,234
LANGEVIN, FRANCES	96,341
LANGFORD, LEANNE	107,391
LANGSTON, PAMELA	56,427
LANGTON, LYNETTE	66,626
LANSANGAN, HONEY	114,067
LANSDALL, DOREEN	75,745
LAPOINTE, LORIE	86,509
LARMET, JOHN	100,956
LAROCQUE, HARVEY	73,637
LAROCQUE, VALERIE	71,428
LARSEN, SYLVIA	59,537
LARSON, BARB	51,768
LARSON, CONSTANCE	66,023
LARSON, JENNIFER	85,604
LARSON, KAREN	59,543
LASIUK, BLAINE	51,048
LASKOWSKI, ROBIN	60,995
LATIMER, BRENT	79,049
LATO, KIMBERLY	103,429
LATURNUS, VIVIAN	52,536
LAUGHREN, ALLISON	68,811
LAUGHTON, THOMAS	53,885
LAUTNER, SYLVIA	59,655
LAVERGNE, JOCELYNE	101,714
LAVERTU, DANNY	67,705
LAVOIE, JANET	81,157
LAWRENCE, CHERIE	89,018
LAWRIE, ANGELA	86,454
LAXDAL, LORI	60,503
LAYTON, GENE	108,240
LAZAR, MARILEE	104,979
LAZARO, JESUS	68,590
LE ROUX, LIEZEL	79,611
LEANEY, COLLEEN	85,673
LEASK, BECKIE	56,403
LEBLANC, SOPHIE	64,992
LECLAIRE ROACH, CANDACE	62,827
LECLAIRE, SUZANNE	52,543

LECLERC, CINDY	78,045
LEDDING, BRENDA	88,069
LEDRAY, RISA	52,431
LEE, DONNA	101,555
LEEDAHL, STACEY	70,139
LEEDAHL, TROY	51,066
LEEK, DEBBIE	89,180
LEEPART, HEATHER L	58,791
LEES, JANET	105,903
LEES, MAUREEN	89,954
LEFAIVRE, LORI	56,306
LEFEBVRE, ANNETTE	68,893
LEFOL, LAURETTE	78,604
LEGAULT, ELLEN	94,574
LEHMANN, REBECCA	65,206
LEIBL, SHAYLENE	62,903
LEITCH, MICHELLE	51,684
LEITE, ELAINE	70,947
LEJBAK, LISA	61,577
LEMESURIER, JENNIFER	85,832
LEONARD, MARIA	92,985
LEONHARDT, DIANE	55,511
LEPAGE, BERNARD	69,222
LEPAGE, DIANNE	69,458
LEPAGE, KENNETH	91,377
LEPITZKI, JUDY	101,170
LEPOUDRE, CHRISTA	63,383
LEPSENYI, LEONA	50,771
LERAND, KASANDRA	107,459
LERNER, JOCELYN	81,183
LESCHINSKI, AMANDA	50,197
LESKO, LINDA	57,550
LESLAR, TERRY	182,710
LESSER, WILLIAM	50,127
LESSMEISTER, MARY ELLE	102,183
LESTER, BRYAN	81,545
LETWINIUK, ELIZABETH	71,466
LEUNG, AMY	63,149
LEUNG, ANNETTE	72,305
LEUNG, LILY	88,732
LEUNG, SHIRLEY	79,370
LEUSCHEN, GLENN	104,845
LEUSCHEN, LAUREL	65,004
LEVESQUE, BARBARA	65,895
LEVESQUE, CHERYL	51,443
LEVESQUE, KAREN	118,025
LEVESQUE, MARK	53,524
LEWIS, LINDA	80,690
LEYDON, NOELLA	109,026
LI, HUA	78,872
LIBADIA, ROSALYN	67,215
LIBKE, DENAE	66,043
LIEBELT, DWAYNE	78,765
LIEBRECHT, STUART	110,260
LIEN, MARY	57,195
LIGHTFOOT, FRANCES	103,516
LIMACHER, JENNIFER	74,962
LINDBERG, BRENDA	93,226
LINDSAY, MARILYN	64,690
LINDSAY, MYONG	83,143
LINDSAY, STACY	64,644
LINGELBACH, DIANNA	94,330
LINK, LANA	72,158
LINKLATER, KARMEN	55,486
LINTON, LANA	64,444
LINTON, SHEENA	50,274
LINWALL, KATHLEEN	73,956
LIPKA, AUDREY	90,821
LITTLE, TRISHA	52,062
LITWIN, KATHLEEN	69,129
LITZ, LORELEI	67,837
LITZENBERGER, NOREEN	53,584
LITZENBERGER, TRENT	75,365
LIWANAG, MARIE	91,928
LLOYD, THERESE	53,618
LOCK, BRENDA	78,674
LOCK, PATRICIA	89,273
LOCKE, CHRISTOPH	67,891
LOCKERT, KIM	55,126
LOCKHART, MARIA	50,626
LOCKHART, SANDRA	119,059
LOCKIE, JOSHUA	50,299
LOCKWOOD, JEANNETTE	60,587
LODOEN, MIMI	68,367
LOEFFLER, MICHELE	51,953
LOEPPKY, SUSAN	97,529
LOESSL, TAMARA	89,470
LOEWEN, YVONNE	82,040
LOFSTROM, SHELLEY	81,140
LOKEN, ERIC	63,833
LONG, MELISSA	70,160
LONGPRE, HELEN	85,945
LONGWORTH, JACQUELIN	67,907
LOOMER, ERIN	52,408
LOOMER, ROBERT	78,858
LOOMES, ADELINE	91,272
LOOSBROCK, BRET	67,315
LOOSBROCK, TARA	74,615
LORAN, JULIA	76,482
LOSIE, MICHAEL	67,001
LOSTER, KAYLIN	62,886
LOVERIDGE, WENDY	76,035
LOWE, MARILEE	76,388
LOZANO, RAIA	50,147
LOZINSKI, ELAINE	63,064
LUCAS GIANDOMENI, JANET	66,435

LUCAS, STEPHANIE	78,295
LUCHKA, KENNETH	93,463
LUCIW, TAMMY	75,092
LUCYSHYN, DIANA	61,991
LUCZKA, TERESA	53,013
LUDWIG, BERYL	76,105
LUDWIG, WENDY	66,972
LUISTRO, CATALINA	53,191
LUKAN, MARCIE	84,797
LUKIWSKI, SUSAN	50,937
LUND, LINDA	89,659
LUNGUL, CORINNE	59,348
LUNGULL, MARILYN	100,381
LUPIEN, LISA	50,879
LUROSS, ANNE	80,545
LUX, SHERI	82,030
LY MINH, THAI	54,952
LYDIATE, ROSALIND	75,703
LYNCH, DARCIE	90,781
LYNCH, PEGGY	71,669
LYRETTE, HEATHER	58,978
MA, LISA	70,440
MACASAET, NIKOLAI	84,244
MACCAN, CAROL	56,325
MACDONALD, BEVERLY	63,653
MACDONALD, IRENE	69,553
MACDONALD, LORETTA	83,004
MACDONALDFRIZZLE, NATASHA	50,593
MACDOUGALL, CYNTHIA	64,854
MACDOUGALL, JOAN	87,077
MACFADDEN, MICHAEL	71,236
MACGOWAN, SHIRLEY	102,110
MACHNEE, HELENE	65,002
MACHUSHEK, KAREN LEA	82,456
MACK, KRISTA	56,008
MACKAY, LAURA	99,017
MACKENZIE, KEVIN	77,150
MACKENZIE, RENEE	81,113
MACKENZIE, RODERICK	88,109
MACKINNON, THERESA	86,996
MACKOW, LORI	59,287
MACLACHLAN, JOY	55,378
MACLEAN, CLAIRE	55,662
MACLEAN, DIANA	62,123
MACLEAN, IAIN	62,111
MACLEAN, PATRICIA	86,893
MACLENNAN, GORDON	95,856
MACLENNAN, PAULETTE	58,084
MACLEOD, BEVERLY	66,729
MACLEOD, LOUISE	64,027
MACLEOD, SOMMER	50,631
MACMILLAN, CHERYL	101,150
MACPHERSON, DIANE	57,590
MACPHERSON, KARRI	83,908
MACPHERSON, MEGAN	93,753
MADLAND, SHEILA	118,185
MADRAGA, STEPHANIE	61,631
MADUCK, WAYNE	107,424
MADUKE, LEZLIE	72,048
MAERZ, LINDA	92,101
MAESTROCAMPO, CYNTHIA	88,867
MAGSUCI, RAY	79,991
MAGULA, ALEXANDRA	61,061
MAH, JEAN	93,385
MAHAFFEY, SUZANNE	135,259
MAHAR, RACHELLE	66,870
MAIER, DAVID	98,867
MAK, GUY	78,920
MAKI, KAREN	56,085
MAKONEN, LETEYESUS	84,859
MALAYA, AILEEN	56,578
MALBEUF, KATHERINE	84,256
MALBOEUF, VIOLA	79,155
MALLETT, JANE	51,524
MALLILLIN, MA KATHLE	74,615
MALLOUGH, VALERIE	54,692
MALTAIS, JOCELYN	76,049
MANDERSCHEID, CINDY	50,927
MANLEY, DAWN	90,347
MANLEY, RENEE	68,151
MANN, CHANTELLE	94,581
MANN, DONNA	86,105
MANN, JACKIE	179,795
MANN, LINDA	53,592
MANSUY, HELEN	71,050
MANTS, STACY	117,862
MANTYKA, KANDY	74,319
MARANDUK, KENNETH	73,983
MARCHEWKA, THERESA	88,086
MARCINKIW, JOSEPH	65,787
MARCOTTE, JENNIFER	73,115
MARCOUX, JO ANNE	121,441
MARGACH, DOUGLAS	66,128
MARIANO, ETHEL	90,253
MARK, HOPE	76,914
MARK, SHARON	89,594
MARKELL SCHNEIDE, NICOLE	58,103
MARKHAM, LORI	85,243
MARKHAM, TWYLA	85,485
MARKO, JOSH	86,627
MARKOSKY, JENNIFER	76,294
MARKOWSKI, TARA	94,232
MARLEAU, GORDON	55,813
MARONIUK, DAVID	98,956
MARQUETTE, DIANE	85,717
MARQUIS, LORRAINE	83,863

MARSHAK, DONNA	61,677
MARSHAK, JODY	67,075
MARSHALL, CATHERINE	100,684
MARSHALL, JOHN	77,953
MARSHALL, SHERRY	87,281
MARSHALL, TRACEY	84,844
MARTENS, DEBBI	53,283
MARTENS, ORLENE	81,940
MARTENS, PAMELA	81,911
MARTIN, ANDREA	88,248
MARTIN, HEATHER	71,449
MARTIN, HILDEGARD	61,926
MARTIN, LINDA	116,164
MARTIN, MARY	53,060
MARTIN, NICOLE	70,234
MARTINUK, MARILYN	114,288
MARTSCH WARNER, SANDRA	77,908
MARTYN, JANET	66,350
MARUCOT, SIXTO	62,776
MARUSCHAK CLAY, NADIA	118,059
MARUSCHAK, GAIL	52,207
MARUSCHAK, SHIRLEY	58,411
MARYNIAK, KAREN	97,806
MASON, WAYNE	71,432
MASSETT, JANICE	50,309
MATANGUIHAN, EMIE	88,655
MATERIE, ROBERTA	65,751
MATHERS, JUDITH	69,460
MATHESON, EMILY	116,473
MATHEWS, MICHAEL	68,217
MATHIESON, ANGELA	55,993
MATIESHIN, KATHY	68,871
MATIKO, MARLENE	83,851
MATLOCK, RAYLENE	134,654
MATONOVICH, TRACEY	85,917
MATSALLA, GRAHAM	69,745
MATSALLA, JODY	92,180
MATT, PHYLLIS	80,970
MATTHEWS, LYNN	80,141
MATWEYKO, CARA	81,038
MATZNER, KATHERINE	84,026
MAUNDER, SHERI	52,399
MAURER, DENISE	66,233
MAXIN, CRYSTAL	90,513
MAXWELL, TIFFANY	57,452
MAY, BARBARA	85,227
MAY, KELLY	88,807
MAY, MARYANN	89,234
MAY, SABRINA	72,761
MAYO, COLETTE	90,132
MAZURAK, WAYNE	63,361
MCALEER, JUDITH	73,496
MCALLISTER, BRENDA	71,508
MCAULAY, LAURALEE	57,103
MCBRIDE, ALICE	51,436
MCCAIG BEATTIE, TRACEY	101,784
MCCALLUM, STACY	55,494
MCCAMON, JANET	72,473
MCCANNELL, DEBORAH L	85,399
MCCANNELL, IAN	66,513
MCCARTHY, LISA	82,283
MCCLEAN, DONNA	100,568
MCCLELLAND, SUSAN	60,919
MCCONNELL, ANGIE	66,630
MCCONNELL, GARY	59,028
MCCONNELL, SARAH	57,965
MCCORMICK, CHERYL	59,876
MCCORMICK, RICHARD	87,989
MCCRAE, SCOTT	52,889
MCCREA, ANGELA	60,405
MCCREA, DEBORAH	62,713
MCCREA, FRANCIS	80,140
MCCREADIE, MARCY	53,229
MCCUBBING, ANNE	86,627
MCCULLOCH, BEV	68,238
MCCULLOCH, MICHELLE	67,400
MCCULLOUGH, JEANNETTE	54,993
MCCULLUM, DONNA	67,451
MCCUTCHEON, AMY	51,008
MCDANIEL, SHARON	75,955
MCDIARMID, ADELE	64,381
MCDIARMID, MYRNA	64,622
MCDONALD, BERNADETT	85,624
MCDONALD, BRANDI RA	56,071
MCDONALD, BRIAN R	75,620
MCDONALD, CAROLINA	113,245
MCDONALD, DEIDRE	81,857
MCDONALD, LANA	50,961
MCDOUGALL, LINDA	87,469
MCEACHERN, JULIE	70,093
MCELLIGOTT, SEAN	91,162
MCEVELEY, KATHRYN	67,292
MCFADDEN, SHELLY	117,280
MCFARLAND, ARLENE	89,644
MCFARLANE, SHERRILL	60,532
MCGARRY BAKKE, BARBARA	60,009
MCGARRY, PATRICIA	65,773
MCGILLIVRAY, THERESA	50,219
MCGINN, STEPHANIE	69,656
MCGINNIS, JANYS	62,282
MCGRATH, TERRI	83,012
MCGREGOR, CONNIE	70,835
MCHOLM, HOLLY	54,041
MCHUGH, MARGARET	79,516
MCINTOSH, JULIANNA	82,412
MCKAY, JAMIE	95,118

MCKEE, JACKIE	86,559
MCKEE, MARGARET	74,280
MCKEN, SHARON	67,028
MCKENNY RUCK, SUSAN	77,183
MCKENZIE, JOANN	53,287
MCKENZIE, NADINE	65,518
MCKERCHER, MORAG	77,963
MCKERLIE, JANICE	84,697
MCKINLEY, CHRISTA	70,657
MCKINNON, ANGELA	88,449
MCKINNON, ASHLEY	57,439
MCKINNON, DONALENE	68,499
MCKNIGHT, DONNA	81,441
MCLAREN, CONSTANCE	68,920
MCLASHEN, DARCI	90,964
MCLEAN, D MONECA	55,515
MCLEAN, JEAN	63,852
MCLEOD, ANNE	83,349
MCLEOD, KAREN	79,406
MCLEOD, RACHEL	82,492
MCLOUGHLIN, BRENDAN	98,562
MCLOUGHLIN, TRACEY	60,820
MCMAHON, SHIRLEY	106,476
MCMILLAN, BRENDA	96,421
MCMILLAN, CHANTEL	63,898
MCMILLAN, COLLEEN	60,644
MCMILLAN, ROBERT	80,396
MCMULLEN, BLAKE	89,275
MCMURTRY, BRUCE	101,927
MCMURTRY, KATHRYN	76,111
MCNAIR, ERICK	105,906
MCNALLY, AMBER	66,072
MCNALLY, CHERYL	97,515
MCNEIL, SHIRLEY	59,432
MCNICHOL, CHRISTINE	65,368
MCPEEK, ANTONETTE	75,266
MCPHEE, JANE	109,041
MCRAE, CHRISTINE	71,756
MCSHANNOCK, TANIS	63,660
MCSHEFFREY, WENDY	58,461
MCTAGGART, LORI	74,934
MCVICAR, HEATHER	53,213
MCWHIRTER, LEIGH	51,388
MEADOWS, NIKKI	77,106
MEAGHER, ANGELINE	65,602
MECKELBORG, VERN	54,209
MEDERNACH, CAROLYN	59,906
MEDERNACH, DAWN	66,866
MEDERNACH, STACEY	58,538
MEEDS MONTERO, DARLENE	78,488
MEENA, KERI LEIG	67,250
MEGER, NATASHA	71,890
MEIER, CHRISTINE	77,508
MEIER, SHELLEY	86,926
MEISTER, LESLIE	50,713
MELENCHUK, NADINE	54,773
MELHOFF, JUDY	79,067
MELIN, RYAN	69,572
MELIS, DEBORAH	75,455
MELLESMOEN, KRISTA	86,143
MELNYCHUK, TRUDY	69,133
MELNYK, KENDRA	57,871
MELROSE, EILEEN	82,916
MELVILLE, JONATHAN	60,803
MELYMICK, CAROL	103,349
MENDEL, JOY	103,393
MENDOZA, GARY JIM	94,206
MENDOZA, ILLUMINAD	108,287
MENG, QING	162,201
MENSAH, BRIDGET	64,367
MERCADO, ANNALYN	101,986
MERGEN, ELIZABETH	111,077
MERK, CAMERON	52,387
MERKENS, JUDY	67,793
MERKENS, MIKE	68,237
MERKLEY, JO ANN	98,096
MERKOSKY, LANDRY	58,368
MESENCHUK, MAXINE	85,401
METCALFE, CAROL	79,178
MEWDELL, CHRISTIE	70,357
MEYER, WENDY	52,145
MIAZGA, HEATHER	100,253
MICHAELS, CONLEY	103,189
MICKALISHEN, LINDA	86,943
MICKLEWRIGHT, PENNY LYN	51,637
MIDDELKOOP, TIFFANY	59,959
MIDDLETON, MARY	74,630
MIHALICZ, JAIME	50,590
MIKITUK, RUTH	67,600
MILDENBERGER, SCOTT	50,878
MILLER, AUDREY	85,379
MILLER, COREY	122,899
MILLER, DAVID	76,133
MILLER, ELIZABETH	72,003
MILLER, KAREN	69,841
MILLER, KEITH	60,497
MILLER, LAURIE	93,475
MILLER, PATRICIA	83,723
MILLER, SHANNON	62,417
MILLER, TAMMY	57,405
MILLS, DEBORAH	107,801
MILLS, FRANCES	54,657
MILLS, MAUREEN	59,657
MILLS, SHEILA	68,704
MILOS, GLORIA	71,829
MINER, VELOY	94,068

MINIELLY, DELLA	76,901
MINIFIE, FAY	75,439
MINK, PENNY	51,602
MINOVITCH, SUSAN	56,733
MIREAU, ANNETTE	64,282
MIREAU, RUTH	69,996
MISFELDT, BRENDA	77,328
MISKOLCZI, KAREN	58,239
MISKOLCZI, LORNA	62,665
MISSKEY, SHARON	73,405
MITCHELL, BETTY	67,653
MITCHELL, BLAIR	77,803
MITCHELL, BREENA	52,292
MITCHELL, BRENDA	61,838
MITCHELL, BRYCE	52,991
MITCHELL, MAVIS	65,581
MITCHELMORE, DONNA	70,990
MITZEL, KANDACE	60,559
MOEN, DENNIS	79,887
MOGK, SHEILA	80,458
MOIR, ERICA	74,010
MOLBERG, JANINE	60,776
MOLDENHAUER, DEBORAH	90,036
MOLINA, NICANOR	81,134
MOLNAR, CELIA	66,832
MOLNAR, GAYLENE	103,138
MONCHUK, PAMELA	76,087
MONCHUK, TERESA	59,343
MONETTE, HELCONIDA	142,805
MONETTE, KAREN	66,929
MONSELER, LYNN	64,220
MONTECILLO, DANIEL	122,970
MONTEITH, JASON	64,318
MONTOUR, PRISCILLA	62,850
MONUIK, ROBIN	52,264
MOODY, RAELEE	66,720
MOOLEKI, HILDAH	89,548
MOON, JOANNA	74,178
MOONEY, TERRI	64,651
MOORE, KAREN	76,608
MOORE, SHANNON	52,314
MOORE, SHARI	61,973
MOORMAN, KATHLEEN	55,245
MOORMAN, MARLENE	87,337
MORAN MURRAY, ELIZABETH	50,367
MORDEN, DENISE	70,538
MORE, JANICE	80,539
MORELLI, TARA	52,154
MORGAN, DENNIS	55,876
MORGAN, JILLIAN	63,413
MORGAN, LESLIE	88,745
MORGAN, SUSAN	85,555
MORHART, SHELLY	63,736
MORIN, CAROLYN	[illegible]
MORIN, CAROLYN	[illegible]
MORIN, KELLY	[illegible]
MORIN, SANDRA	[illegible]
MORISSETTE, DENNY	[illegible]
MORPURGO, SHARI	[illegible]
MORRISON, JEAN	[illegible]
MORRISSETTE, ALAN	[illegible]
MORRISSETTE, AMANDA	[illegible]
MORRISSEY, HEATHER	[illegible]
MORROW, CHARMAINE	[illegible]
MORROW, VONNIE	[illegible]
MORTON, DANIEL	[illegible]
MORTON, DEBRA	[illegible]
MPOFU, DEBORAH	[illegible]
MUELLER, ANGELA	[illegible]
MUENCH, BEVERLY	[illegible]
MUENCH, DEAN	[illegible]
MUENCH, JOY	[illegible]
MUENCH, SHARON	[illegible]
MUGGLI, TRACY	[illegible]
MUIR, SHELLEY	[illegible]
MULHOLLAND, LORI	[illegible]
MULLIGAN, CARRIE	[illegible]
MUNKLER, ALANA	[illegible]
MUNRO, GERI	[illegible]
MUNRO, JAMES	[illegible]
MUNRO, SUSAN	[illegible]
MUNRO, TIFFANY	[illegible]
MUNSON, BERNICE	[illegible]
MURFITT, NAOMI	[illegible]
MURFITT, RHONDA	[illegible]
MURPHY, ANN	[illegible]
MURPHY, DOROTHY	[illegible]
MURPHY, JOHN	[illegible]
MURPHY, MAYBELLE	[illegible]
MURRAY, BRUCE	[illegible]
MURRAY, JACQUELIN	[illegible]
MURRAY, KRISTIN	[illegible]
MURRAY, LENDY	[illegible]
MURRAY, SHEILA	[illegible]
MURZA, DAVID	[illegible]
MURZA, SHARON	[illegible]
MUSNGI, ELIZABETH	[illegible]
MUSSCHOOT, BLANCHE	[illegible]
MUTH, JENNIFER	[illegible]
MUTTER, VALERIE	[illegible]
MUTWIRI, BETTY	[illegible]
MUZZOLINI, JANET	[illegible]
MYERS, WILLIAM	[illegible]
MYSKIW, LORI	[illegible]
MYSLICKI, KIMBERLY	[illegible]
NADON, SUE	[illegible]

NAGEL, CARRIE	85,876
NAHACHEWSKY, ANNE	76,797
NAHACHEWSKY, DEAN	97,442
NAHACHEWSKY, LISAMARIE	62,081
NAIDOO, SESHNI	64,477
NAKRAYKO, KATHY	92,869
NAMETH, TERRA	62,090
NAPPER, DELLE	88,839
NASH, CANDACE	70,293
NATOMAGAN, ALLANA	74,509
NATYSHAK COQUET, ARLENE	52,452
NAVARRO, NAPOLEON	86,605
NAZAR, ROSEMARY	59,295
NDUBUZOR, PRISCILLA	98,307
NEBOZENKO, DEBBIE	99,346
NEDJELSKI, LINDA	54,172
NEEDHAM, MAUREEN	93,912
NEEFS, TERRY	148,612
NEIN, LAUREEN	70,789
NELSON, ANDREA	60,166
NELSON, ANN MARIE	87,155
NELSON, DONNA	56,115
NELSON, EDITH	62,254
NELSON, FLORA	58,149
NELSON, KATHLEEN	73,302
NELSON, MEGHAN	66,904
NELSON, MEGHAN	55,930
NELSON, SHERRI	65,002
NESBITT, COLLEEN	92,802
NEUBERGER, CONNIE	71,379
NEUDORF, BRENDA	99,105
NEUDORF, CORDELL	252,062
NEUFELD ROCHELEA, MELODY	67,439
NEUFELD, DERICK	59,682
NEUFELD, DORI	76,620
NEUFELD, KIMBERLEY	77,544
NEUFELD, LISA	69,427
NEUFELD, MARIANNE	100,975
NEUFELD, NICOLE	99,971
NEUFELDT, LORNA	93,702
NEUGEBAUER, CAROLYN	61,429
NEULS, CHELSEY	67,461
NEUMANN, MARGUERIT	81,077
NEVDOFF, ANITA	77,584
NEWELL, MICHAEL	78,781
NEWMAN, KAREN	147,384
NEWMEYER, MARSHA	65,602
NEWSHAM, BRICE	79,345
NEWTON, DALENE	83,300
NEWTON, KIM	100,353
NGUYEN, CHI KIM	58,761
NICHOLLS, RAYMONDE	80,427
NICHOLSON, GAIL	80,615
NICHOLSON, LISA	73,922
NICKEL, DEIDRA	67,830
NICKEL, LENORA	57,116
NICKOLET, JESSLAINE	66,494
NICKOLET, TALA	91,868
NICOL, MILDRED	79,756
NIDOSKY, JEANNETTE	102,568
NIEBERGALL, ELAINE	70,040
NIEKAMP, MARYANN	109,720
NIELSEN, PAULETTE	88,679
NIEMAN, KAREN	77,694
NIENABER, BLAYN	85,977
NIGHTINGALE, JANELLE	55,517
NIKOLAISEN, SHANNON	84,238
NIKPARTOW, NOOSHIN	76,936
NILSEN, SUSAN	54,532
NILSON, CATHY	82,848
NILSON, JOANN	55,583
NIPPI ALBRIGHT, BETTY	71,129
NIXEY, TERESA	65,658
NIXON JACKLE, SARAH	92,575
NOBERT, MARCEL	86,322
NOBLE, MARJORIE	97,348
NOESGAARD, NORMA	79,958
NOGIER, KAREN	70,306
NOGUE, KARLA	55,474
NOMELAND, KEITH	54,962
NORDICK, DIANE	52,837
NORDICK, NATELLE	80,370
NORDICK, STELLA	126,078
NORDICK, STEPHANIE	67,811
NORDQUIST, NORMA	103,091
NORELIUS, RUTH	62,089
NORICK, GARRETT	54,694
NORMAND, ROSEMARIE	101,511
NORMANDEAU, GRACE	114,099
NORRIS, NICOLE	52,225
NORTHCOTT, MIKE	104,041
NORTHEY, REEVASI	63,500
NOSEN, MARY	62,058
NOVACK, ROBERT	55,460
NOVAKOVSKI, RICK	84,572
NOWLAN, DIANE	76,295
NOWOSAD, WAYNE	56,094
NUSSBAUM, KATIE	56,882
NYLUND, CINDY	96,923
NYSSEN, JIM	68,689
NYSTUEN, WENDY	101,931
O BRIEN, TAMMY	53,978
O CONNOR, MELAINA	86,927
O CONNOR, SIOBHAN	51,540
O HAGAN, NIAMH	172,348
O HARA, CATHERINE	89,578

O NEAIL, DEBBIE	68,244
OCHITWA, ELIZABETH	70,246
OCRANE, DARLENE	60,246
ODERMATT, LESLEY	81,137
ODSEN, LESLEY	96,631
OFFEN, GIGI	91,057
OGLESTONE, LAURIE	74,516
OGREN, PENNY	50,327
OKRAINETZ, RENA	67,571
OKRAINETZ, TYRONE	52,144
OLESEN, WANDA	74,134
OLESKO, RENATE	66,011
OLFERT, HELEN	68,920
OLFERT, LEEANN	71,132
OLIVER, DEBORAH	90,924
OLIVER, DOUGLAS	53,722
OLIVER, HELEN	69,786
OLORUNLEKE, OLAYIDE	75,455
OLSON, ANNEMARIE	78,454
OLSON, DONNA	53,191
OLSON, IRENE	61,824
OLSON, JESSE	76,842
OLSON, JONI	65,612
OLSON, KAREN	84,021
OLSON, LANA	55,695
OLSON, NICOLE	68,335
OLVER, TERRI	52,494
ONATE, MARIA	64,015
ONG, WIVINA	70,978
ONUSHKO, LYNN	88,085
OPEKOKEW, EILEEN	88,341
OPEKOKEW, JOHN	53,016
OPFERGELT, VONDA	92,667
OPONDO, JOHNMARK	210,880
ORB, JOCELYN	63,056
ORBETA, GIRLIE	70,600
ORCHARD, KARLA	63,193
ORILLOS, JOY	81,867
OROSZ, IAN	75,114
ORR, LYNN	57,437
ORTH, JANET	103,146
ORTMAN, GAIL	50,335
OSATIUK, MORGAN	60,111
OSBORNE, CARLA	50,931
OSCVIRK, CYBELLE	100,403
OSHANEK, DARYL	372,690
OSTAFICHUK, ELLEN	104,582
OSTAFIE, CYNTHIA C	77,739
OSTAPOWICH, IRENE	88,166
OSTAPOWICH, KAREN	53,754
OSTAPOWICH, PAULA	83,647
OSTROM, PENNY	63,343
OSTROWSKI, MELISSA	69,590
OSTROWSKI, RYAN	78,517
OTCHENASH, SHANNON	57,044
OTTENBREIT, MICHELLE	53,737
OTTERBEIN, SHIRLEY	98,939
OZEROFF, CHRISTINA	83,666
OZMUN, KATHLEEN	76,559
PACKOTA, SUSAN	89,040
PADILLA, ELLAINE	76,985
PADLEY, PAIGE	58,678
PAHANG, GEA PEARL	50,950
PAINCHAUD, ROXANNE	83,801
PAIVA, FLORENCE	51,199
PALCHEWICH, COLLEEN	55,614
PALEN, ANGELICA	56,060
PALMER, CHANTELE	55,066
PALMER, SHERRY	73,219
PANCHUK, HEATHER	69,634
PANCHUK, SHELLY	67,754
PAPROSKI, BRENNEN	63,782
PARCHER, MYRA	100,606
PAREJA, CHRISTINE	66,959
PARENT, MARNIE	61,269
PARENTEAU, MONIQUE	55,601
PARENTEAU, SUSAN	78,329
PARK, CHELSA	52,352
PARK, YOU MI	79,585
PARKER, ANNE MARI	98,739
PARKER, ERIN	57,490
PARKER, KATHERINE	62,751
PARKER, MICHELLE	59,898
PARROCHA, ROLANDO	76,244
PARTON, GLORIA	77,908
PASCUAL, REMONETTE	62,880
PASISHNIK, LISA	64,339
PASTOR, NADINE	82,608
PATENAUDE, DANIEL	86,529
PATERSON, MELANIE	75,158
PATKAU, JENNIFER	69,139
PATRICK, CARLA	99,237
PATZER, TERRY	107,106
PAUL, ARLENE	59,761
PAULI, GREG	96,419
PAULSON, DEBRA	91,464
PAULSON, WENDY	75,560
PAUW, KATHY	242,829
PAVELICH, BEVERLY	122,541
PAVELICH, LISA	52,984
PAWLIW, ASHLEY	56,770
PAWLIW, BEVERLY	63,320
PAWLUK, RENATE	102,414
PAWLUK, SHIRLEY	75,013
PAYDLI, GARY	57,158
PEACOCK, SHELLEY	84,871

PEARCE, TWYLA	60,865
PEARSON, CARON	81,919
PEARSON, ERIN	72,772
PEARSON, TRICIA	51,461
PEDERSON, CINDI	62,695
PEEL, ERIN	84,289
PEET, JANELLE	60,545
PEGG, JESSICA	52,610
PEGG, KAREN	80,896
PENKALA, JACK	60,126
PENN, KATHRYN	68,941
PENNER, BRENDA	64,375
PENNER, GERALYN	57,632
PENNER, HEATHER	85,204
PENNER, KATHERINA	54,574
PENNER, LORENE	54,507
PENNER, MARIE	92,880
PENNEY, SHARON	57,863
PENTELUK, LORRAINE	52,448
PERCIVAL, JOELLE	85,079
PEREIRA, BETTY	50,499
PEREIRA, MICHELLE	54,507
PERRAULT, EMILIE	59,979
PERRAULT, JACQUELIN	67,992
PERRET, NICOLE	59,245
PERRIER, GERALDINE	52,458
PERRIER, LYNDA	100,606
PERRIN, CHRISTINE	52,864
PERRIN, CORINNE	61,333
PERRIN, KATHY	83,276
PERRY, GARRY P	91,161
PERSON, KATHERINE	56,957
PERT, TARA	57,093
PERVERSEFF, VIRGINIA	76,336
PETERS, HELENA	72,198
PETERS, MARCIA	83,329
PETERS, SARA	75,202
PETERS, SHANNON	63,394
PETERS, SHERRI	53,464
PETERS, VICKI	57,484
PETERSEN, CHELSEA	70,583
PETERSEN, SUSAN	74,117
PETERSON, DONNA	96,292
PETRAS, JAMES	62,148
PETRIE, SUSAN	83,208
PETRYK, CRYSTAL	52,488
PETTIT, STEPHANIE	56,541
PETTY, MARGARET	67,903
PEYTON, TINA	61,594
PHANEUF, DEANNA	112,105
PHANEUF, JEFFREY	57,761
PHANEUF, LORELEI	50,775
PHILLIP, VALERIE	64,734
PHILLIPS, ANNETTE	71,571
PHILLIPS, DALE	55,601
PHILLIPS, DAWN	76,534
PHILLIPS, DOREEN	65,784
PHILLIPS, JENNIFER	65,850
PHILLIPS, LLANA	58,306
PHILLIPS, LOIS	83,100
PHILLIPS, RICKEY	71,193
PHILLIPS, SHERRY	73,203
PICHE, JEAN PAUL	54,638
PICKERL, KATHERINE	85,597
PICKETT, JANET	50,246
PICKLYK, DEBBIE	63,885
PICKNELL, SARAH	63,279
PIDDUCK, TERESA	88,167
PIDHORODETSKY, MELANIE	93,650
PIDWERBESKI, GLORIA	50,616
PIDWERBESKY, SHEILA	58,055
PIERIK, ANGELA	65,708
PIERLOT, NOLA	60,495
PILAT BURNS, CHARLOTTE	87,730
PILLAR, LANA	64,471
PILLER, LYNDI	56,286
PILON, GARRY	65,031
PINEDA, ANNE MICH	87,939
PION, JASON	92,651
PIQUERO, ANDREA	67,184
PIRNESS, ROSELLA	53,836
PISIO, CHARLENE	65,862
PITCHKO, DARLENE	64,424
PITTMAN, CINDY	86,311
PITTMAN, GREG	84,679
PITZEL, KAREN	58,130
PLACATKA, CINDY	68,469
PLAMONDON BRAUN, ERIN	59,821
PLAXTON, HEATHER	89,636
PLAYFORD, DORIS	51,957
PLOMER, MAGGIE	66,713
PLUNZ, DARREN	86,231
POCHIPINSKI, DIANNE	67,739
POLETZ, LIANE	51,227
POLLOCK, ASHLEY	81,442
POLLOCK, THOMAS	60,421
POMEDLI, SHERRY	72,221
PONCELET, CAROL	92,786
PONCELET, JESSE	59,352
PONGRACZ, BEVERLY	68,555
POPADYNETZ, ELIZABETH	92,248
POPE, NICOLE	72,840
POPE, TYLER	65,304
POPICK, NADINE	70,423
POPOFF, CHLOE	60,304
POPPLEWELL, JILLIAN	53,899

PORTER, DWAYNE	60,185
PORTER, SHIRLEY	92,779
PORTER, WILLIAM	50,434
POSEHN, JODI	60,771
POSSBERG, JANINE	53,045
POSTLEWAITE, WARREN	83,918
POTRATZ, CAROLYN	86,766
POTTINGER, JOAN	131,136
POTTLE, VALERIE	65,388
POULADI, PARI	56,857
POULIN, DAVID	258,711
POWCHUK, VANESSA	51,038
POWELL, DAPHNE	85,821
POWELL, NOREEN	62,223
POWELL, SHARON	50,836
POWER, SHANNON	71,690
PREFONTAINE, CATHY	58,144
PREFONTAINE, MICHELE	61,508
PRENTICE, FAYE	84,424
PRESTON, MAUREEN	85,880
PRICE, TERRY	54,844
PRICE, WILLIAM	58,877
PRIEST, AGNES	66,954
PRIEST, SHANNON	71,648
PRIESTLEY, BRYAN	95,411
PRINGLE NELSON, CORALEE	79,963
PRINGLE, JOANNE	71,347
PRISCIAK, K DENISE	54,902
PRITCHARD, GWEN	90,380
PRITCHARD, MARY	64,280
PROCTOR, CINDY	91,500
PROCTOR, JORDEN	84,862
PROCTOR, PATRICIA	60,645
PRODAHL, NAOMI	52,954
PROKOPETZ, BERNADETT	64,877
PROKOPETZ, STEVEN	91,231
PRUDEN, KARI	56,242
PRYZNYK, JON	75,117
PRYZNYK, STEPHANIE	84,936
PSHYK, ALISSA	52,410
PTOLEMY, HAYLIE	52,159
PUCKETT, BARBARA	109,188
PUDDICOMBE, JANICE	68,654
PUETZ, SARAH	51,701
PULAK, HELEN	84,483
PULLES, MAUREEN	83,524
PURA, JANICE	59,463
QUARONI, ELLEN	57,104
QUENNEVILLE, LOUISE	294,565
QUINN, PATRICK	86,144
QUINTIN, DOMINIQUE	70,927
QUIRING GALLEN, BONNIE	82,234
RABUKA, JOAN	61,568
RAEBURN, JAYMIE	75,690
RAGUSH, DON	96,121
RAIMBAULT, GLENNA	55,073
RAIN, DAWN	67,157
RAITER, PEARL	64,086
RAMAGE, PATRICIA	88,487
RAMOS, FLOVELYN	88,204
RAMOS, MAOLYETTE	108,446
RAPKO, JAIME	81,942
RATCLIFFE, AMY	50,061
RATCLIFFE, JAIMIE	93,365
RATH, JILLIAN	53,847
RATHGEBER, LORRAINE	68,126
RATHY, JENNA WAD	50,893
RATZ, LEONA	84,044
RATZLAFF, DEANNA	59,241
RAYAT, CARRIE	95,164
REA, DOUGLAS	76,995
REA, LESLIE	96,584
REA, LESLIE	74,328
READ, GREG	79,136
READY, WILLIAM	209,065
REAUME, CHRIS	97,651
REDDEKOPP, LAURA	65,322
REDEKOP, RUTH	53,950
REDEKOPP KROEGER, CAREY	85,127
REDIGER, SANDRA	54,231
REECE, KIMBERLEY	88,478
REES, HENRIKE	241,266
REES, KATHLEEN	61,246
REGEHR, RAYLENE	53,490
REGIER, DOREEN	61,873
REGIER, LOIS	51,281
REGIER, LOREN	112,943
REGIER, MARLA	83,061
REGNIER, KRISTIN	66,828
REGNIER, MIRJANA	50,052
REGNIER, ROLAND	57,181
REGUSH, CARLA	65,753
REIBER, JODY	74,671
REICH, CYNTHIA	106,408
REICHERT, JERRY	57,908
REID, CATHY	82,612
REID, GARRY	93,230
REID, JACLYN	91,068
REID, ROWENA	89,322
REIFFERSCHEID, BRENDA	85,032
REILKOFF, DAWN	76,800
REIMER, SHARON	87,820
REINBOLDT, LORRIE	59,779
REINEKE, WAYNE	90,460
REINHARDT, VAUDREE	77,178
REINHART, LISA	65,557

RELITZ, CHRIS	91,499
REMENDA, AUDRA	72,675
REMMEN, LORELEI	55,927
REMMEN, MOIRA	65,018
REMPEL, DOROTHY	75,147
RENNEBERG, DONNA	67,130
RENNEBERG, KATE	61,124
RENNEBERG, LINDA	82,063
RENNEBERG, NANCY	63,204
RENWICK, WENDY	88,539
RESTALL, JULENE	64,791
RETZLAFF, EMILY	63,483
REYES, ALPHA	75,516
REYNOLDS, DIANE	59,977
REYNOLDS, MARK	67,039
RHEBERGEN, KARL	91,796
RHODE, NADINE	61,715
RHODES, DEBORAH	187,907
RICH SPERLING, DONNA	62,525
RICHARDS, KARA	84,564
RICHARDSON, ALISON	87,728
RICHARDSON, JANE	103,555
RICHARDSON, KENNETH	59,000
RICHARDSON, KRISTIN	80,006
RICHARDSON, YVONNE	84,289
RICHELHOFF, ANA	161,848
RICHELHOFF, MURRAY	97,165
RICHTER, CRYSTAL	94,031
RIDDLE YARYCKY, CHANTELLE	78,767
RIDLEY, SCOTT	93,150
RIDSDALE, VALERIE	86,892
RIEBEN, CHRIS	69,931
RIEHL, ADELE	102,486
RIENDEAU, MICHELLE	50,678
RING, CHARMAINE	55,447
RINHOLM, CHARLENE	78,636
RIOUX, BRENT	74,372
RIPLEY, VANESSA	100,203
RISLUND, MAE	93,631
RITCHIE, KRISTIN	70,006
RIVARD, JUNE	79,197
RIVERA, MARY	84,058
ROACH, MARIAN	57,843
ROADHOUSE, LORRAINE	75,766
ROBB, SHAUN	51,472
ROBERTO, ROBBIN	80,486
ROBERTS, DENNY	75,865
ROBERTS, ERIN	76,497
ROBERTS, SANDRA	87,118
ROBERTSON, CHERYL	53,302
ROBERTSON, DOUGLAS	65,375
ROBERTSON, KATHY	62,120
ROBERTSON, PATRICK	117,578
ROBERTSON, THERESA	57,029
ROBICHAUD, SOPHIE	141,418
ROBICHEAU, MIKKI	70,382
ROBILLARD, KARLEE	61,861
ROBIN PARTYKA, JAIME	77,088
ROBIN, LORI	55,555
ROBINS, ANNE	65,324
ROBINSON, BARB	70,554
ROBINSON, BRAD	55,275
ROBINSON, CHRIS	294,572
ROBINSON, DIANE	67,177
ROBINSON, ELAINE	52,085
ROBINSON, JOY	52,286
ROBINSON, RANDY	76,620
ROBINSON, ROBIN	71,197
ROBLES, BEATRIZ	94,046
ROBSON, ELIZABETH	72,942
ROBSON, EVELYN	84,558
ROBSON, IRMA	73,738
ROBSON, MICHELLE	96,828
RODH, BRAD	70,521
RODRIGUEZ, HELEN	85,017
RODYCH, NADIA	66,887
ROESLER, ELAINE	74,371
ROESLER, JENNIFER	89,805
ROGERS, TRACEE	55,278
ROLFE, BETHANY	84,404
ROLFE, WARREN	74,260
ROLHEISER, KRISTEN	75,491
ROLLACK, ANITA	105,002
ROMANYCIA, MORGAN	76,420
ROMERO, SANDRA	63,264
RONQUILLO, CARIEAL	85,141
ROONEY, KAREN	73,315
ROPPEL, CARLA	58,650
ROSAASEN, ELSIE	58,761
ROSAASEN, NICOLA	69,789
ROSAL JR, BERNARD	72,529
ROSE, CATHLEEN	88,198
ROSE, DENNIS	57,439
ROSE, NATALIE	86,230
ROSEBERRY, LINDA	53,417
ROSENBERG, NATHAN	62,509
ROSIN, MARK	111,224
ROSINA, KATHERINE	69,295
ROSS, MARY	75,369
ROSS, YVETTE	71,774
ROUBLE, RITA	53,766
ROUFOSSE, SHARIE	71,984
ROUSSIN, CHRISTINA	55,880
ROWAN, NICOLE	66,135
ROWE, DIANNE	55,732
ROY, RAMONA	75,605

ROY, RENE	73,953
ROZON, DANIELLE	59,800
RUCKS, KIM	76,691
RUDICHUK, JUDITH	95,456
RUDNISKY, RITA	83,796
RUDULIER, HELEN	100,363
RUDYK, ALLAN	68,030
RUSSELL, BARBARA	63,624
RUTHVEN, MARY	79,550
RUTKO, JUDITH	86,638
RYAN, KAREN	57,795
RYSAVY, RAY	55,963
SABADASH, HELEN	81,316
SABO, SHELLEY	69,148
SACRO, LORNA	66,832
SADLER, LORRAINE	57,083
SAGAN, DOROTHY	126,553
SAGROTT, EDNA	51,303
SAHAR, DARCIE	68,023
SAKOWSKI, GISELE	50,582
SAKOWSKY, COLLEEN	84,708
SALAGUBAS, ASHLEY	70,141
SALAHUB, JENNIFER	55,245
SALAMON, LYNNE	60,966
SALAMON, VINCE	85,220
SALAZAR PERNADA, SHIELA	101,965
SALYN, SANDRA	58,805
SAMOLESKI, JENNIFER	63,289
SAMPSON, ERIN	71,528
SAMSON, LEAH	57,584
SAMUELS, JENNIFER	51,001
SAMUELS, RANDOLPH	53,849
SANCHEZ, MICHAEL	98,274
SANDAGER, ERICA	58,310
SANDER, JANICE	57,393
SANDER, KRYSTAL	60,546
SANDERS, BRUCE	57,378
SANDERS, DONALD	61,803
SANDERSON, MARGARET	66,767
SANFORD, PATRICIA	83,342
SANGRAY, MICHELLE	87,189
SANKEY, GLEE	60,493
SANTER, KRISTEEN	83,825
SANTORO, AMANDA	82,994
SANTORO, JOAN	101,376
SAPIEHA, DONNA	88,758
SAPIEHA, JADE	73,513
SAQUINE, MARY ANN	65,207
SARAFIN, CHARLENE	50,379
SARAUER, ERIC	75,921
SARICH, DALE	57,794
SARKAR, ANIL	77,324
SARWAR, GHULAM	77,561
SASATA, ROSEMARIE	128,648
SATHER TOMIYAMA, BONNIE	67,429
SATHER, CHRISTA	53,127
SAULNIER, ANNE	90,105
SAULNIER, KATHY	97,674
SAUNDERS, ROB	55,653
SAVAGE, CHRISTINE	72,201
SAVISKY, HELEN	75,655
SAWATSKY, JANICE	54,148
SAWATSKY, MAGGIE	64,967
SAWATZKY, JANICE	84,681
SAWATZKY, KAREN	82,713
SAWATZKY, KRISTY	58,927
SAWATZKY, MYRNA	83,290
SAWATZKY, TRUDY	57,463
SAWCHUK, ALEX	85,639
SAWCHUK, DIANNE	81,316
SAWYER, JANICE	67,616
SAWYER, PAULINE	75,100
SAWYER, TERRY	61,544
SAXINGER, JAMES	54,727
SAXINGER, TED	59,412
SAYER, GLORIA	83,910
SAYERS, MARY	52,062
SAYNES, MARIA THE	98,407
SCARFE, LINDA	88,768
SCHAAN, HELENE	74,553
SCHAAN, NORMA JEA	106,802
SCHAAN, PATRICK	72,612
SCHAEFFER LEFLEY, RONDA	76,706
SCHAEFFER, SHANNON	69,303
SCHAFER PAQUETTE, JENNIFER	88,939
SCHAFFER, CARMEN	87,366
SCHEIRER, SAMANTHA	71,038
SCHERCK, STUART	81,862
SCHERR, MARGARET	75,948
SCHIDLOWSKY, BEA	117,226
SCHIKOSKY, RANDA	84,788
SCHIKOSKY, SHANE	51,466
SCHIMPF, ERIN	94,091
SCHINDEL, SUSANNA	52,866
SCHLICHEMEYER, KRISTIN	68,199
SCHLICHEMEYER, RICHARD	52,607
SCHLOSSER, JEANETTE	67,157
SCHMID, JONATHAN	90,054
SCHMIDT, DARCY	162,008
SCHMIDT, KAREN	53,690
SCHMIDT, KURTIS	72,917
SCHMIDT, LEEANNE	87,525
SCHMIDT, MARCIE	50,641
SCHMIDT, MARILYN	107,288
SCHMIDT, SOPHIE	55,768
SCHMITT, ROYCE	63,487

SCHNEIDER, ANGELA	51,747
SCHNEIDER, DARREL	92,394
SCHNEIDER, JOYCE	85,677
SCHNEIDER, MARIANNE	61,143
SCHNEIDER, SANDRA	84,555
SCHOENFELD, ERIN	64,249
SCHRADER, SELENA	90,719
SCHRADER, WARREN	98,432
SCHRAMM, MARK	101,331
SCHREINER, DARRYL	89,515
SCHREINER, HEATHER	68,336
SCHROEDER, NANCY	52,652
SCHROEDER, STEPHANIE	73,366
SCHULTZ HURLBURT, BARBARA	86,906
SCHULTZ, AUDREY	57,906
SCHULTZ, BEVERLY	76,384
SCHULZKE, CARMEN	89,955
SCHUMACHER, NICOLE	96,290
SCHWAB, HEATH	86,733
SCHWAB, TRACY	82,576
SCHWANKE, SHANNON	72,450
SCHWARTZ, MICHELE	60,187
SCHWARTZ, MICHELLE	71,238
SCHWEIGHARDT, MARK	70,948
SCHWEIGHARDT, SHIRLEY	50,658
SCOPICK, PATRICIA	89,001
SCOTT, CHARLOTTE	87,820
SCOTT, CHERYL	90,489
SCOTT, DOREEN	89,520
SCOTT, JEFFREY	63,153
SCOTT, KEN	54,571
SCOTT, MELANIE	95,320
SCOTT, MICHAEL	62,810
SCRIMBITT, BONNIE	73,697
SEABROOK, LINA	50,271
SEARLE, JAMIE	66,130
SEDGEWICK, MONIKA	75,449
SEELEY, JANICE	86,207
SEGARRA, MARY	96,765
SEGRIFF, CAROL	58,312
SEIB, KELLY	70,407
SEIB, MARILYN	101,807
SEIDEL, ELYSSE	53,711
SEIDL, CINDY	99,139
SEIP, EVELYN	84,527
SEIPP, TARA	78,832
SELINGER, BRENDA	66,687
SELK, CARLA	51,467
SELLAR, VICKI	72,958
SEMBALERUS, CORINNE	61,972
SEMENCHUK, MICHELE	71,363
SEMENIUK, DARBY	62,619
SEMENOFF, RHIANNA	78,758
SEMPLE, JUNE	98,433
SENGER, BRADLEY	57,286
SENKO, DAWN	84,349
SENOW, COURTNEY	75,919
SEPHTON, ALYSHA	61,574
SEREDA, AUDREY	102,064
SERHAN, SHELSIE	79,001
SERSON, CHERIE	72,458
SERVISS, JAMIE	53,616
SETHI, ANJALI	86,444
SETTLER, PHILLIP	74,099
SEVIGNY, JESSICA	96,836
SHADICK, JANINE	82,292
SHAND, JASON	118,603
SHANOFER, CATHY	56,813
SHANOFER, RODNEY	58,998
SHANOFER, SHERRY	96,398
SHANTZ, SANDRA	87,049
SHAO, YIJUN	50,861
SHARMA, KUSHAL	72,953
SHARMA, SANDEEP	82,290
SHARP, LAURA	72,377
SHARP, TANNIS	68,796
SHAW, BRIAN	54,743
SHAW, JACALYN	67,769
SHAW, LANA	84,509
SHAW, ROBERT	64,471
SHEARD, GARTH	67,606
SHECKTER, MARC	102,061
SHENDARUK, CRYSTAL	57,655
SHENDRUK, DIANE	102,757
SHEPHERD, BARBARA	99,225
SHEPPARD, M SUZANNE	100,686
SHEPPARD, TAMARA	70,460
SHERLING, CAROL	119,968
SHERLOCK, WENDY	85,817
SHERVEN SMITH, MAUREEN	68,969
SHERWIN, GAIL	58,705
SHEVCHENKO, TANYA	100,434
SHEWAGA, MARY	50,211
SHEWCHUK, TERA	85,534
SHIA, GEORGE	80,961
SHIER, KAREN	90,461
SHILLINGTON, ARLENE	80,678
SHILOFF, FAY	64,638
SHINKEWSKI, DEAN	65,749
SHIRLEY, LAUREEN	74,013
SHIRLEY, THERESA	69,727
SHIRTLIFF, JENNIFER	89,834
SHMYR, SUZANNE	65,992
SHOEMAKER ELEY, LESLEY	61,178
SHORDEE, LAURA	81,401
SHORT, DWIGHT	88,539

SHUL, DEBORAH	59,705
SHYMKO, KRISTEN	73,918
SIBLEY, BETTY	50,025
SIDLOSKI, KARA	74,967
SIDLOSKI, KERN	80,553
SIEMENS, TREVOR	96,442
SIERMACHESKY, KAREN A	95,052
SIGFUSSON, KELLY	54,956
SIGFUSSON, SHANNON	97,847
SIGFUSSON, SHARON	75,279
SIGFUSSON, STACY	61,391
SIGGELKOW, LYNNE	60,391
SIGSTAD, MELINDA	62,659
SIGUA, DEAN	81,828
SILBERNAGEL, WILLY	57,080
SILVER, AMANDA	72,411
SILZER, JACQUELIN	63,252
SILZER, MELISSA	70,912
SILZER, YVONNE C	94,189
SIM, MARGARET	87,012
SIMINGTON, RUTH	161,015
SIMMS, NANCY	83,593
SIMONAR, PATTI	112,715
SIMONIAN, JACQUELIN	58,446
SIMONOT, SUZANNE	98,528
SIMONSON, ASHLEE	53,019
SIMONSON, KATIE	64,085
SIMONSON, RACHEL	66,451
SIMONSON, WENDY	74,230
SIMPKINS, GLORIA	86,301
SIMPSON, DARCIE	99,107
SIMPSON, JAMES	65,302
SIMPSON, JENNIFER	93,627
SINCLAIR, CHERYL	55,656
SINCLAIR, LINDA	85,791
SINCLAIR, TRACEY	57,848
SINGBEIL, KATRINA	55,427
SINGBEIL, VALERIE	70,661
SINGER, LINDA	51,924
SINKEWICZ, MONIKA	57,766
SIROIS, MARLENE	55,004
SIROSKI, PAT	81,063
SITAR, TIMOTHY	63,644
SIUKSTERIS, SHARON	90,111
SKAKUN, JENNIFER	69,540
SKINNER, DEAN	66,371
SKLAPSKY, DOREEN	71,339
SKOROBOHACH, TATANIA	54,287
SLADEK, LOUISE	81,941
SLATER, JULIAN	63,679
SLATTERY, KAREN	71,383
SLOGOTSKI, AMANDA	73,735
SLOGOTSKI, ERIN	103,596
SLYWKA, BETH	55,089
SMALLWOOD, LYNDA	102,121
SMART, VIKKI	103,013
SMEETS, ANDREA	80,473
SMITH FEHR, JULIET	106,654
SMITH, CAROL	71,805
SMITH, DOREEN	86,196
SMITH, DORIS	72,352
SMITH, EILEEN	76,417
SMITH, GLENN	116,200
SMITH, HEATHER	58,509
SMITH, LEANNE	101,977
SMITH, LYDIA	53,966
SMITH, NICOLE	55,315
SMITH, PATRICIA	67,891
SMITH, PAULINE	83,071
SMITH, RICHARD	67,978
SNELL, JAMES	93,817
SOCHA, LINDA	66,703
SOCHAN, DONA	50,895
SOKYRKA, SONIA	77,421
SOLAR, SANDRA	87,922
SOLAR, SHERRI	89,995
SOLHEIM, BRENDA	78,571
SOLLID, CONNIE	68,047
SOLOMON, EDNA	63,812
SOLTYS, ERIN	59,232
SOMMER, CAROL	55,471
SOMMERFELD, GRANT	131,050
SOON, PATRICIA	62,502
SOONIAS, CATHY	63,470
SOPARLO, MARILYN	63,260
SORENSEN, MARK	55,840
SORENSON, HEATHER	91,111
SOTKOWY, WARREN	67,541
SOVA, CASSANDRA	91,579
SPANJER, AMBER	73,859
SPARKS, SASHA	86,756
SPARROW, CHRISTINA	84,449
SPEHAR, CONNIE	82,287
SPEHAR, CRYSTAL	81,171
SPEISER, MELISSA	73,575
SPENCE, ANN MARIE	72,608
SPENCE, DARLENE	64,452
SPENCER, CATHY	97,190
SPERLING, ANNE	94,990
SPICER, BENJAMIN	58,768
SPIERS, AMY	57,036
SPILCHAK, KAREN	62,160
SPILCHUK, TREENA	73,681
SPITHAKIS, CORINNE	80,026
SPIZAWKA, LOIS	91,905
SPOTT, JAECENE	84,053

SPREACKER, DEBRA	86,776
SPROAT MICKELSON, KATHLEEN	63,295
SPRONK, DIENEKE	64,181
SPROULE, AUDREY	64,419
SPROXTON, KATHERINE	106,191
SQUIRES, LISA	74,765
SREEDHAR, FRANCES	68,756
ST GERMAINE, KRYS	61,189
ST YVES, GUY	61,094
STA ANA, LINDSAY	77,481
STABLER, ROD	67,385
STADE, LYNNE	61,300
STADNYK, BETTY	86,994
STALKER, TINA	53,020
STARECKI, TANYA	69,105
STARKS, FAYE	119,080
STAROSTA, ROSEMARIE	84,054
STAUDINGER, SUZANNE	81,356
STEARN, HEATHER	62,423
STEBBINGS, ERIKA	78,382
STECKLER, ALISSA	66,903
STEELE, MARIE	66,171
STEFANIUK, DEBRA	52,444
STEIGER, KIM	53,518
STEIN, PAULETTE	80,796
STENE, ALLISON	57,509
STENE, RICK	86,264
STENER, MARIAN	59,349
STENSRUD, DELL	54,310
STEPHANSON, KAREN	59,498
STEPHEN, JACKIE	76,801
STEPHENS, JEWEL	99,604
STEPPAN, CAROL	84,450
STEVENS, AVA	79,410
STEVENS, JANICE	104,525
STEVENS, LINDA	92,476
STEVENS, WENDY	52,456
STEVENSON, LOUISE	60,391
STEWART, BOBBYLYNN	73,516
STEWART, BONNIE JE	69,041
STEWART, CATHERINE	51,193
STEWART, CHERYL	54,884
STEWART, COLLEEN	69,302
STEWART, PAMELA	131,972
STIEB, OPAL	86,916
STIRLING, GLENNIS	65,188
STOBBE, ELAINE	57,862
STOBEE, RETA	71,718
STOCKDALE WINDER, FERN	93,344
STOCKDALE, KEIRA	84,342
STOCKHAM, JANA	68,530
STODDARD, PATRICIA	59,827
STOEBER, ADRIANE	94,439
STOECKLEIN, COLLEEN	86,158
STOICESCU, SHAWNA	66,180
STOLARCHUK, THERESA	100,743
STONE, JERRE	87,351
STONE, SHANNON	78,346
STORY, ANNA	51,501
STOVALL, BEVERLEY	85,480
STOVALL, BRYANT ST	66,170
STREET, MICHELLE	72,350
STRENGER, MARLENE	95,756
STRICKLAND, JUDEE	84,564
STRIEMER, ROBIN	69,074
STRILAEFF, DONNA	79,807
STROM, ROB	74,649
STROMBERG, GRACE	76,548
STRONG, KAREN	59,109
STROO, DIONNE	82,403
STRUBLE, STEPHANIE	77,761
STRUEBY, LESA	57,059
STUART, IAN	71,052
STUART, PATRICIA	71,256
STUART, RODNEY	64,333
STUART, SUSAN	60,714
STUMBORG, H DREW	67,973
STUPAK, BETTY	53,275
STURGESS, JEFF	56,178
SUCHAN, JOYCE	59,601
SULLIVAN, SMITH	69,942
SULLY, DARYL G	70,201
SULYK, MAUREEN	96,745
SUMMACH, SANDRA	88,446
SUNDBY, KAREN	65,190
SUNDQUIST, SARAH	91,370
SUNDQUIST, SHEILA	80,456
SUTHERLAND, CARLEEN	113,205
SUTHERLAND, WES	65,628
SVEINBJORNSON, CHERYL	58,985
SVITLEKOFF, CHELSEAY	69,463
SVITLEKOFF, SHARON	115,128
SVOBODA, ASHLEY	74,277
SWEDENSKI, LORRAINE	66,880
SWEDENSKI, MICHAEL	74,143
SWEET, TAMMY	53,419
SWERHONE, DANIEL	100,951
SWIATECKI, CHRISTINA	101,353
SWITYK, DOREEN	74,515
SWITZER, IMELDA	86,771
SWITZER, KELLY	81,506
SWORD, SUSAN	57,686
SYSING, MELITUN	59,273
SZMUTKO, DANIEL	76,972
TABELON, RAUL	189,427
TACIUK, PATRICIA	105,423

TAER, MARJORIE	70,332
TAILLON, APRYL	70,101
TAJONERA, JANICE	86,429
TALBOURDET, IRIS	52,045
TAMKE, JANICE	53,552
TANJUSAY, MAE	115,740
TANYAG, KAREN	72,754
TAON, MARILOU	88,697
TARRY, MARK	120,406
TASTAD, LORI	66,766
TATARNIUK, ELAINE	76,199
TATCHELL, NICOLE	55,942
TAYLOR, DEB	70,272
TAYLOR, DIANE	72,123
TAYLOR, GLORIA	68,799
TAYLOR, KIMBERLY	53,297
TAYLOR, NICOLE	66,336
TAYLOR, RHONDA	82,448
TAYLOR, SHAWN	81,330
TECLOM, FIORE	63,644
TECSON, JENNIFER	79,217
TEED MCKAY, ZOE	51,470
TEEKASINGH, MOHAN	88,169
TEGENKAMP, MARIE	70,308
TELFER, LYNNE	50,482
TELFORD, DEBORAH	75,038
TEMPLE, BRENDA	81,902
TEMPLE, DENNIS	50,538
TERLESKI, DEBORAH	86,155
TETREAULT, COLETTE	83,091
THAKURDEEN, MEENA	102,627
THAUBERGER, ASHLEY	57,128
THAYER, SCOT	74,685
THEIS, KRISTIN	75,920
THEISSING, RITA	61,589
THERRIEN, CHANTAL	63,145
THERRIEN, LORI MAE	54,677
THIBAULT, DEBORAH	120,479
THIBAULT, JOCELYNE	92,580
THIBAULT, MICHELINE	64,894
THIEL, CINDY	86,851
THIEMANN, CAROL	57,341
THIEMANN, DELLA	55,650
THIEMANN, DIANNE	52,726
THIEMANN, LORRAINE	90,134
THIES, KYLA	52,309
THIESSEN, BRENDA	106,882
THIESSEN, ELMA	85,699
THIESSEN, MELANIE	80,908
THIESSON, BRIAN	60,564
THIVERGE, MARY	83,459
THOMA, ELSIE	99,484
THOMAS, EVELYN	59,394
THOMAS, JUSTIN	66,327
THOMAS, KELTEY	91,116
THOMAS, RUTH ANN	64,634
THOME, COURTNEY	56,743
THOMPSON, CANDINA	68,024
THOMPSON, SANDRA	81,844
THOMPSON, SHARON	100,167
THOMSON, BRANDI	104,445
THORNE, STEPHANIE	93,467
THORPE, CHERYL	87,744
THORPE, JENNY	69,622
THRELFALL, MELISSA	62,680
TIEDJENS, ALICIA	61,812
TIESZEN, LEIGHTON	125,103
TILITZKY, CAROL	63,847
TILLMANNS, STACEY	52,236
TIMM, DIANE	85,768
TIMM, SHANE	74,272
TIMMERMAN, WANDA	55,768
TIMTIM, SAM	52,252
TING, JOSEPH	54,726
TINKER, CHRISTINE	55,167
TISCHLER, WENDY	51,055
TKACHUK, MARILYN	60,545
TKACHUK, MICHELLE	88,953
TKACHUK, PATRICIA	62,994
TKACHUK, TRISTAN	90,110
TODD, VIDA	74,842
TOEWS, LORI	77,364
TOH, JOANNE	79,783
TOKARCHUK, KELLY	78,150
TOLLEY, DESTINY	53,986
TOLLEY, JAY	87,199
TOLLEY, LISA	72,002
TOMLINSON, FAYE	70,238
TONDEVOLD, BRETT	54,363
TOOLEY, KEVIN	66,689
TOOMER, CRISTINA	63,054
TOOMER, ROBERT	52,371
TOOVEY, ERIN	69,813
TOOVEY, SHAWN	88,275
TOPOLA, LESLIE R	82,900
TOPP, BRIAN	109,622
TOPP, TAMMY	88,894
TORLAKOVIC, GORAN	297,597
TORRENS, DONNA	78,260
TOSO, ROBERT	68,770
TOWNSEND, LESLIE	83,100
TOWNSEND, SHERILLE	78,737
TOWRISS, VICKI	110,954
TOY, MARIE	79,490
TRADEWELL, JAMIE	145,267
TRAINOR, MICHELLE	70,721

TRAN, MAI	252,609
TRAPLER, KURT	213,868
TRAYNOR, AMANDA	67,738
TRAYNOR, MARGUERIT	56,869
TREBISH, LINDA	52,969
TREMBLAY, GOLDIE	92,854
TREMBLAY, JANICE	51,204
TREMBLAY, LARINA	93,662
TREMEER, JUANITA	100,099
TRICKER, CHAD	80,714
TRINIDAD, MARY	99,375
TRISCHUK, HEATHER	96,492
TROESCH, KRISTIN	58,986
TROTCHIE, PATTI	57,997
TU, XIN	65,167
TUCKER, KIM	55,851
TUCKER, LISA	80,648
TURAY, TONY	73,903
TURK, BRADLEY	59,028
TURK, SHELLEY	53,933
TURKINGTON, GERMAINE	51,736
TURNBULL, MARION	130,837
TURNER, DARCY	71,466
TURNER, LANI	78,791
TURNER, MARYANNE	62,941
TURNER, WENDY	88,180
TUSTONIC, VLATKA	106,940
TWEED, KYLA	66,626
TWIGG, GORDON	80,645
TWIGG, SUSAN	111,831
TWIN, JIMMY	57,511
TWORDIK, LEAH	60,189
TYERMAN, ELAINE	63,139
TYMIAK, PATRICIA	73,261
TYREE, LEAH	78,349
UCHACZ, TED	95,366
UGOLINI HILL, CRISTINA	50,335
UHRYN, PAUL	104,645
ULMER, ANDREA	72,764
ULVILD, JOANNE	54,434
UNGER, KEN	100,067
UNGER, SHARISSA	51,048
UNRUH, DIANE	94,263
UNRUH, JANET	84,867
UNSER, CORALEE	54,720
UPSHALL, EVE	71,746
UPTON, JUANITA	54,621
UPTON, TODD	60,249
URBAN, CINDY	53,480
URBANOWSKI, HOLLY	87,102
URSAKI, DIANE	91,642
URSEL, MEIGHAN	59,464
USHER, DOUG	62,385
VALENTINE, KAREN	78,278
VALLAR, MARIA	73,831
VALLE REYES, ANGELICA	112,358
VAN AGTEREN, BEN	77,191
VAN OLST, EVERT	122,270
VANCOUGHNETT, MARLA	64,721
VANCOUGHNETT, WAYNE	81,619
VANDALE, CHANTELLE	74,049
VANDERGOOT, MARY	111,826
VANDERKOOY, KRISTEN	59,827
VANDERLAAN, GILES	56,436
VANTHUYNE, WENDY	104,573
VANY, KATHLEEN	76,915
VARGA, JANET	59,789
VARGO, LYNDA	88,369
VARLEY, LISA	63,496
VAUGHAN, LEANNE	62,911
VAXVICK, SUSAN	59,805
VENNE, SANDRA	86,895
VERBEKE, PAT	59,389
VEREGIN, JACKI	72,792
VERESCHAGIN, PATRICIA	66,430
VERREAULT, JARET	55,608
VICTOR, LISA	68,334
VIGNEAULT, ANNE EDIT	51,427
VIKLUND, CHELSEY	70,815
VIRREY, CHRISTIAN	67,170
VOLS, SANDRA	88,477
VON HAGEN, WAYNE	51,507
VRBANCIC, MIRNA	88,698
WAGNER, ANDREW	104,555
WAGNER, BRITTANY	71,460
WAGNER, JEANETTE	59,606
WAGNER, SUSAN	61,706
WAGNER, VALERIE A	75,510
WAINMAN, JUDY	77,439
WAITHMAN, MAUREEN	90,364
WALD, MELODY	61,961
WALDBAUER, LAVONA	65,089
WALDENBERGER, RAE LYNN	87,321
WALKER JOHNSTON, JO ANN	72,987
WALKER, LINDA	59,201
WALKER, LINDSAY	73,520
WALKO, WAYNE	71,332
WALL, MARLIN	52,796
WALL, RUBY	79,536
WALL, WANDA	72,870
WALLACE, JANICE	54,221
WALLACE, SHERIANE	83,473
WALLS, KELLY	56,915
WALLS, ROBYN	56,623
WALTER, CHERRYL	101,664
WALTER, PAMELA	84,107

WALTER, SARA	58,271
WALTON, ROBERT	67,098
WALTON, VICTORIA	81,612
WALUS, THOMAS	86,172
WANDZURA, SHARON	87,564
WANG, SEGUNDINA	61,466
WANNER, LYNN	54,542
WANNER, ROBIN	84,133
WANNER, SHARON	54,712
WANNER, STACEY	78,591
WAPASS GRIFFIN, AMANDA	70,177
WAPPLE, JACQUELIN	61,591
WARD, MICHELLE	88,572
WARDEN, TAMMY	57,932
WARLOW, TRISHA	71,700
WARNER, SABRINA	53,843
WARNER, WENDY	52,381
WARNES, JASON	73,808
WARREN, HEATHER	66,250
WARWARUK MCKAY, ADELE	51,391
WASHINGTON, JO ANN	88,068
WASSERMANN, CHERYL	76,609
WASYLENKO, KAREN R	83,347
WASYLUK, MARLENE	53,260
WASYLYK, SALLY	86,804
WASYLYSHYN, COURTNEY	55,951
WATERHOUSE, KAREN	87,710
WATLING, MIKE	89,041
WATLING, WANDA	171,822
WATSON, RANDALL	53,035
WATSON, SHARI	87,334
WATT, DAVID	77,390
WATT, PAMELA	86,837
WAWRYK, AMI	58,639
WAYGOOD, JENNIFER	65,834
WEBB LISTWIN, DENA	66,289
WEBB, CRYSTAL	52,456
WEBER, DAWN	62,530
WEBER, SHELAGH	59,013
WEBER, SHELLY	66,438
WEBER, TRENT	63,171
WEBSTER, CRISTEL	75,343
WEBSTER, DESTINIE	56,011
WEBSTER, VERN	64,991
WEDEWER, LEANNE	89,203
WEEKS, ILA	64,819
WEHNER, LAURIE	74,692
WEIBEL, CAROLINE	86,775
WEIERS, NORA	96,219
WEILAND, DIANE	89,500
WEIMAN, KAREN	68,703
WEIMAN, WENDY	83,828
WEINBERGER, LILAH	109,454
WEINMASTER, JULIE	59,182
WEISBROD, DEBRA	82,414
WEISGERBER, JANE	50,147
WEISNER, NATASHA	74,092
WEISNER, VICTORIA	82,409
WEITZEL, YVONNE	56,152
WELFORD, TARYN	60,673
WELKER, KAREN	93,111
WELLER, RANDY	72,899
WELLMAN, CAROLYN	94,173
WELLMAN, TODD	84,648
WELTER, DEBORAH	65,952
WELTER, DONELDA	84,302
WEMPE, KENDRA	66,308
WENC, BRIAN	119,799
WENINGER, MICHELLE	84,142
WENKOFF, JANE	76,349
WENKOFF, PATRICIA	87,067
WENZEL, DOUGLAS	78,088
WENZEL, MICHELLE	77,856
WERBESKI, SHIRLEY	83,435
WERLE, JILL	110,406
WERNER, LOUISE	85,041
WERT, MEREDITH	72,222
WESELOWSKI, TWYLA	55,580
WESTAD, OWEN	54,395
WESTAD, TRUDY	92,512
WESTGARD, BOBBI SUE	54,367
WEYLAND, BEVERLY	64,559
WEYLAND, SANDRA	52,711
WHARTON, NORMA	62,023
WHEELER, CARMEN	59,399
WHEELER, LONI	76,147
WHELAN, KEVIN	53,891
WHELAN, LORELEI	65,200
WHETEN, SUSAN	83,587
WHITE, ROSEMARIE	73,020
WHITE, RUTH R	60,432
WHITE, SUE ELLEN	56,004
WHITEHEAD POULIN, HOLLY ANN	71,314
WHITEHEAD, ALISON	58,348
WHITESIDE, MEAGAN	62,533
WHITFORD, DEANNA	54,960
WHITTER, BEVERLY	102,080
WIEBE, AMANDA	70,851
WIEBE, AMY	73,037
WIEBE, ANDREA	62,498
WIEBE, CAROL	51,661
WIEBE, HELEN	63,499
WIEBE, JOLENE	70,455
WIEBE, LEEANN	65,337
WIEBE, MARY LYNN	71,722
WIEBE, RUDOLPH	54,794

WIEBE, SANDRA	65,062
WIEBE, STAN	106,257
WIEBE, VERA	74,132
WIECHNIK, NATISHA	89,718
WIEDMAN, STEPHANIE	66,765
WIEGERS, LOIS	97,122
WIELER, ARLA	62,246
WIELER, BARBARA	76,940
WIELER, SHIRLEY	75,820
WIENS, ANITA	60,557
WIENS, DONNA	96,221
WIENS, ERIN	96,344
WIENSZ, SABINA	67,141
WIESE, MEGAN	52,074
WIGGINS, KATIE	50,014
WIGHT, TIM	70,463
WIHAK, LAURA	70,414
WILCOX, JACQUELIN	51,386
WILD, MEREDITH	101,882
WILDE, BRENT	90,419
WILDEMAN, CHERI	94,352
WILL, BEV	67,598
WILLEMS, TONYA	58,119
WILLEN, LEANN	76,388
WILLENBORG, ANDREA	67,387
WILLIAMS, DARLENE	86,288
WILLIAMS, ELLEN	79,957
WILLIAMS, JANICE	87,138
WILLIAMS, JESSICA	52,992
WILLIAMS, KAREN	61,436
WILLIAMS, KATHLEEN	106,167
WILLIAMS, KERRY	65,838
WILLIAMS, LINDSAY	67,745
WILLIAMS, LISA	92,731
WILLIAMSON, STACEY	78,494
WILLISON, KIMBERLY	68,068
WILLISON, LAURA	73,017
WILLMAN, PAMELA	57,067
WILLNESS, BARBARA	54,506
WILLS, ULANA	54,870
WILSON, BARBARA	54,078
WILSON, BETTE ANN	78,554
WILSON, DIANNE	61,485
WILSON, DOROTHY	70,091
WILSON, GAIL	62,938
WILSON, LAURENE	98,911
WILSON, LORRAINE	91,756
WILSON, MONIQUE	86,560
WILSON, RONALD	65,159
WILSON, TAMMY	53,749
WILSON, TYLER	63,230
WINARSKY, PATRICIA	51,290
WINCHESTER, TONY	92,051
WINDJACK, ASHLEE	76,577
WINDSOR, NICOLE	78,662
WINGERAK, DIANNE	74,746
WINGROVE BURKE, DOREEN	83,543
WINKEL, JAMES	74,968
WINKEL, JENNIFER	62,536
WINKEL, TAMMY	75,033
WINKELMANN, DARLENE	91,704
WINSLOW, STEPHANIE	58,486
WINTER, AUDREY	66,059
WINTON GREY, PATRICIA	74,430
WIRCHENKO, JANET	108,748
WIRTH, CATHARINE	50,349
WIRTH, PATRICIA	80,440
WIRTZ, ELAINE I	57,002
WISMINITY, JOANN	98,792
WISSER, MEGHAN	85,223
WISSER, SALLY	82,210
WITTE, KARIE	93,628
WITTER, TRACY	100,338
WITTIG, GAIL	54,557
WIWCHAR, LAURA	54,625
WIZNIAK, KELLY	85,065
WLADYCHKA, BARRY	57,650
WOELK, CAROL	73,997
WOELK, LILLIAN	62,377
WOHLBERG, MIKE	51,259
WOJCICHOWSKY, DARCY	57,136
WOLDEHANA, AWLACHEW	130,697
WOLFE, BETTY	103,036
WOLFE, LORAINE	53,098
WOLFF, PAMELA	79,690
WOLFFE, GERALDINE	85,788
WOLITSKI, WENDY	97,397
WOLOSCHUK, DEBRA	55,385
WOLOSHYN, AMY	67,696
WONG, ADAM	107,360
WONG, LILIAN	58,624
WONG, SIEW MAY	94,175
WOOD, KAREN	65,002
WOODCOCK, ERINN	76,511
WOODFORD, KARYN	77,004
WOODROW, NICOLE	79,264
WOODS, CARRIE	72,074
WOODS, MARC	93,883
WOODS, MARION	71,628
WOODS, TERESA	95,465
WOODSWORTH, PAMELA	104,943
WOOFF, PAULA	62,017
WORMS, JESSICA	81,488
WORMSBECKER, CONNIE	51,362
WORMSBECKER, KAREN	70,365
WOROBEC, STEPHANIE	64,783

WORTH, LESLIE	102,423
WORTH, QUINN	61,412
WORTMAN, JANE	101,889
WOURMS, LENORE	86,127
WOURMS, MARIA	85,447
WOWCHUK, CYNTHIA	50,314
WOYTKO, HELEN	85,445
WOYTOWICH, KAYLEE	61,946
WOZNIAK, PATRICIA	80,700
WRIGHT, BARBARA	89,154
WRIGHT, DARLENE	85,112
WRIGHT, JUDITH	87,618
WRIGHT, LINDA	69,901
WRIGHT, MICHELLE	53,880
WRIGHT, PAULA	50,226
WUDRICK, ROSALIE	83,387
WUNDERLICH, KENTON	91,858
WYLIE, LINDA	53,166
XU, QINGYONG	107,942
YAKUBOWSKI, RHODA	64,362
YAMNIUK, CLIFFORD	59,145
YAN, JIE	89,732
YANCIW, DAVID	74,565
YANEZA, ABIGAIL	74,013
YANKOSKI, EMILY	89,923
YANO, VALERIE	69,102
YANOSHEWSKI, WENDY	79,140
YARIE, DEREK	76,916
YARMOVICH, TREVOR	77,247
YAROSHKO, DELLA	79,716
YASINSKI, DAVID	72,688
YATSURA, ALARICE	76,022
YEE PARDOSKI, GAYLENE	72,350
YEE, DEREK	66,393
YLIOJA, ANITA	86,322
YOLE MERASTY, SASHA	67,260
YOUNG, CRYSTAL	54,761
YOUNG, GLENDA	73,653
YOUNG, TERRY	72,591
YOUNGE, VALENTINA	55,158
YULE, ANGELA	66,139
YURY, CALVIN	82,011
YUTUC, KATHLEEN	102,878
YUZDEPSKI, CURTIS	67,382
YUZICAPI, RENEE	52,505
YUZIK, SUSAN	105,474
ZABA, EILEEN	102,422
ZABA, JENNIFER	63,230
ZABALA, ANA	70,637
ZABLOCKI, SCOTT	57,429
ZACHARIAS, HENRY	59,749
ZACHARIAS, JULIE	60,002
ZACHARIAS, KIMBERLY	73,453
ZAHARIA, MARILEE	69,317
ZAKALUZNY, PATRICIA	54,159
ZAKALUZNY, TANYA	71,683
ZALEWSKI, RONDA	53,813
ZAMOSNY, JACQUELIN	62,365
ZDAN, VIRGINIA	57,868
ZELMER, KATHY	66,114
ZENNER, TREENA	94,073
ZERFF, JENNIFER	53,182
ZERR, JOANNE	103,873
ZHANG, BINGLI	58,451
ZHANG, SHENGLAN	55,240
ZHOU, YUE	80,235
ZHU, YING HUI	92,735
ZIEBART, LINDA	77,652
ZIEBART, MELANIE	63,394
ZIELINSKI, LYNETTE	55,930
ZIELKE, ANGELA	53,845
ZIELKE, KIMBERLY	61,892
ZIMMER, BRIAN	85,209
ZIMMER, DOREEN	117,579
ZIMMER, KARMA	90,198
ZIMMERMAN, KEVIN	104,307
ZIMMERMAN, TINA	82,938
ZINCHUK, MELANIE	100,506
ZINGER, LYNN	90,338
ZIOLKOWSKI, DALE	89,129
ZIOLKOWSKI, LAURIE	82,762
ZIPP, AMELIA	52,923
ZOERB, ANGELA	89,885
ZOERB, CHERYL	95,761
ZULETA, CHRISTINA	54,245
ZUNTI, LISA	57,122
ZURESKI, DIANE	78,529
ZUREVINSKI, KAREN	51,596
ZUREVINSKY, JOCELYN	57,981
ZWIERZYNSKI, JUDITH	68,189
ZWINGLI, SHANTEL	69,478

Transfers

Listed, by program, are transfers to receipents who received $50,000.00 or more

NAME	TOTAL
AUTISM TREATMENT SERVICES OF SASKATCHEWAN INC.	721,450
BETHANY PIONEER VILLAGE INC.	1,845,991
CANADIAN MENTAL HEALTH ASSOCIATION	182,399
CENTRAL URBAN METIS FEDERATION (1993) INC.	222,181
CIRCLE DRIVE SPECIAL CARE HOME INC.	3,009,153
COMMUNITY HEALTH SERVICES (SASKATOON) ASSOCIATION LTD.	306,947
COSMOPOLITAN INDUSTRIES LTD.	67,647
CROCUS COOPERATIVE	318,116
ELMWOOD RESIDENCE INC.	103,773
DUCK LAKE AND DISTRICT NURSING HOME INC.	1,781,338
HUMBOLDT AND DISTRICT AMBULANCE SERVICE	516,359
INDIVIDUALIZED HOME CARE FUNDING	634,443
JUBILEE RESIDENCES INC. (PORTEOUS LODGE)	4,746,379
JUBILEE RESIDENCES INC. (STENSRUD LODGE)	5,101,484
LAKEVIEW PIONEER LODGE INC.	2,408,729
LANGHAM SENIOR CITIZENS HOME	831,478
LANIGAN AND DISTRICT AMBULANCE ASSOCIATION	*147,716*
LUTHER CARE COMMUNITIES (LUTHERAN SUNSET HOME)	*7,527,227*
M.D. AMBULANCE CARE LTD.	*4,351,142*
MENNONITE NURSING HOME INC.	*3,806,376*
MIDWAY AMBULANCE CARE LTD.	*392,252*
OLIVER LODGE	*10,930,698*
OMI LACOMBE CANADA INC	*129,285*
PRESTON NURSING HOME, SASKATOON	
OF EXTENDICARE (CANADA) INC.	4,258,012
QUILL PLAINS AMBULANCE CARE LTD.	253,285
ROSTHERN AND DISTRICT AMBULANCE	388,100

NAME	TOTAL
SASKATOON CONVALESCENT HOME	3,771,498
SASKATOON CRISIS INTERVENTION SERVICES, INC.	421,403
SASKATOON HOUSING COALITION, INC.	812,570
SASKATOON TRIBAL COUNCIL URBAN FIRST NATION SERVICES INC.	80,000
SHAMROCK AMBULANCE CARE INC.	284,325
SHERBROOKE COMMUNITY SOCIETY INC. (CENTRAL HAVEN SPECIAL CARE HOME INC.)	2,769,760
SHERBROOKE COMMUNITY SOCIETY INC. (SHERBROOKE COMMUNITY CENTRE)	18,196,479
SISTERS OF ST ELIZABETH	145,480
SPRUCE MANOR SPECIAL CARE HOME INC.	2,027,684
ST. ANN'S SENIOR CITIZENS VILLAGE CORPORATION	4,185,882
ST. JOSEPH'S HOME FOR THE AGED	3,490,076
STRASBOURG AMBULANCE SERVICE	306,663
STRASBOURG AND DISTRICT HEALTH CENTRE	220,219
STUDENT WELLNESS INITIATIVE TOWARD COMMUNITY HEALTH (SWITCH)	50,000
SUNNYSIDE ADVENTIST CARE CENTRE	4,750,956
SUNSHINE HOUSING INC.	123,178
THE SASKATOON DOWNTOWN YOUTH CENTRE INC	110,210
UNIVERSITY OF SASKATCHEWAN STUDENT HEALTH CENTRE	123,000
URSULINE NUNS OF BRUNO	60,156
URSULINES OF ST ANGELA'S CONVENT	88,117
WAKAW AMBULANCE SERVICE	242,283
WARMAN MENNONITE SPECIAL CARE HOME INC.	1,483,593
WYNYARD AND DISTRICT COMMUNITY HEALTH CLINIC ASSOC. LTD.	306,680
YOUNG WOMEN'S CHRISTIAN ASSOCIATION	60,000

Supplier Payments

Listed are payees who received $50,000.00 or more for the provision of goods and services, including office supplies, communications, contracts and equipment

NAME	TOTAL
101145025 SASKATCHEWAN LTD	77,077
101151129 SASKATCHEWAN LTD	53,943
170 SYSTEMS INC	441,036
A1 POWER DOOR LTD	145,779
ABBOTT LABORATORIES LTD	2,216,304
ABBOTT VASCULAR DIVISION	1,310,721
ABDULKARIM, DR DIRIE	54,084
ABSOLUTE DRYWALL	147,183

NAME	TOTAL
AC FLOORING & INSTALLATION (2004) LTD	143,706
ACARA GLASS & ALUMINUM LTD	99,234
ACCREDITATION CANADA	106,027
ACCREDO HEALTH GROUP	208,293
ACKLANDS-GRAINGER INC	120,602
ACTION OFFICE INTERIORS	401,042
ADAMS, DR STEPHEN	68,648
ADOLPH, DR J	81,609

ADT SECURITY SERVICES CANADA INC	130,150
ADVANCED RESPONSE VEHICLES INC	77,673
AERO DELIVERY	63,444
AGA MEDICAL CANADA	134,662
ALBERTA HEALTH SERVICES	583,728
ALCON CANADA INC	1,768,366
ALLAN CONSTRUCTION	155,560
ALL-BRITE ELECTRIC CO LTD	918,745
ALLERGAN INC	420,633
ALLMAR DISTRIBUTORS LTD	102,052
AMIN, DR DEVENDRA	77,663
AMO (ADVANCED MEDICAL OPTICS) INC	120,508
AMS CANADA INC	122,308
AMT VANTAGE GROUP INC	144,889
ANAESTHESIA SERVICES GROUP	91,318
ANGUS MEDICAL INC	168,262
ANISOFT GROUP	114,540
ANIXTER CANADA INC	70,979
AODBT (ARCHITECTURE INTERIOR DESIGN)	283,406
APARC SYSTEMS	57,185
APARC SYSTEMS (US)	68,374
APPLIED BIOSYSTEMS	58,684
ARCHER, DR DAVID	113,104
ARJOHUNTLEIGH CANADA INC	619,873
ARTHROCARE CANADA LTD	66,322
ASSOCIATED HEALTH SYSTEMS	190,273
ASSOCIATED RADIOLOGISTS	10,294,490
ATHENA DIAGNOSTICS INC	57,689
AUDITORIUM HOLDINGS	90,389
AUTOMED CANADA	62,819
B A ROBINSON CO LTD	59,833
BALDWIN, DR HAL	168,804
BARD CANADA INC	1,116,737
BATOOL, DR M	51,273
BAXTER	4,543,526
BAYLIS MEDICAL COMP	72,086
BC TEXTILE INNOVATIONS INC	63,246
BECKMAN COULTER INC	2,196,520
BECTON DICKINSON & CO LTD	135,629
BEDARD, DR VANESSA	97,434
BHALERAO, DR UDDHAV	112,835
BIOMED RECOVERY & DISPOSAL	623,154
BIOMERIEUX CANADA INC	570,986
BIOMET CANADA INC	235,928
BIORAD LABORATORIES CAN LTD	275,703
BLES BIOCHEMICALS INC	50,875
BOMIMED INC	517,982
BOSTON SCIENTIFIC LTD #16176	1,592,310
BRACCO IMAGING CANADA	141,844
BRENNAN, DR STEFFAN	76,192
BRILZ, DR TONY	283,801
BRISTOL, DR ROGER	173,678
BSN MEDICAL INC	59,573
BUNZL DISTRIBUTION	783,210
BURLODGE CANADA	727,074
BUSINESS FURNISHINGS SASK LTD	73,312
BUSINESS OBJECTS CORP	75,327
BWR MEDICAL PROF CORP	346,493
CALGARY HEALTH REGION	108,457
CALGARY LABORATORY SERVICES	53,402
CAL-TECH ELECTRIC INC	64,986
CANADA MICROSURGICAL LTD	449,945
CANADA WEST TRUCK CENTER	88,506
CANADIAN CORPS OF COMMISSIONAIRES	551,882
CANADIAN HOSPITAL SPECIALTIES	74,203
CANADIAN MICROFIBER CLEANING PRODUCTS	97,007
CAN-MED HEALTHCARE	178,768
CARESTREAM MEDICAL LTD	161,828
CARIDIANBCT (CANADA) INC	92,279
CARMEN GAMBLE MEDICAL PC INC	284,817
CATHOLIC HEALTH ASSOC OF SASKATCHEWAN	59,880
CENTENNIAL FOODSERVICE	250,040
CHAMARTI, DR VENKAT	93,995
CHARTIER ARNOLD BROCK & ASSOCIATES	56,870
CHAWANE, DR NOMHLE	90,000
CHILD CARE SOCIETY	52,395
CHRISTIE GROUP LTD	142,738
CITY CENTRE FAMILY PHYSICIANS	102,292
CITY OF HOPE NATIONAL MEDICAL CENTER	57,856
CITY OF HUMBOLDT	110,357
CITY OF SASKATOON	3,695,957
CLARION MEDICAL TECHNOLOGIES	225,793
CLARITY MEDICAL SYSTEMS	84,473
CLARK ENGINEERING INC	67,200
CLARK, DR MALIN	56,116
CLASS 1 MEDICAL GAS SYSTEMS	210,214
COAST PAPER	87,122
COLLIERS MCCLOCKLIN REAL ESTATE CORP	1,047,965
COLUMBIA COATINGS	66,974
COMAIRCO	118,341
COMPASS GROUP CANADA (BEAVER) LTD	220,735
COMPUTER TRENDS CANADA INC	63,624
COMPUTRITION	93,859
CONFIRMA	52,785
CONMED LINVATEC CANADA	1,080,968
CONVATEC CANADA LTD	97,053
COOK CANADA INC	1,234,653
COPETE, DR MARIA A	58,176
CPC NETWORKS CORP	317,695
CPDN/RCDP	3,960,221
CRONUS TECHNOLOGIES	54,494
CYPRESS SALES PARTNERSHIP	69,334
D2 CONSTRUCTION LTD	217,945
DAB WELDING & REPAIR	53,387
DAKO CANADA INC	311,485
DANRICH ENVIRONMENTAL CONTROL SYSTEM	66,439
DAVIES SUPPLY GROUP LTD	67,949
DAVIS MACHINE CO 1960 LTD	80,907
DB SPECIAL INSTRUMENTS INC	76,622
DEPT OF ANESTHESIOLOGY	223,247
DEPT OF PEDIATRICS	168,421
DIAGNOSTIC HYBRIDS INC	60,819

DIRECT ENERGY BUSINESS SERVICES	3,184,969
DODGE CITY	56,934
DR A DIRIE MEDICAL PROF CORP	67,000
DR A P KAKADEKAR PROF MEDICAL CORPORATION	62,714
DR ALBERT LAMPRECHT INC	76,924
DR ANGELA M BALDELLI MEDICAL PROF CORP	147,798
DR BRIAN BROWNBRIDGE MEDICAL PROF CORP	183,688
DR COLIN HONISH MEDICAL PC	125,600
DR D MCINTOSH MEDICAL PROFESSIONAL CORPORATION	138,807
DR D TORR MEDICAL P.C. INC	220,282
DR DAVID CAMPBELL MEDICAL PROF CORP	149,725
DR GENE MEDICAL PROF CORP	330,843
DR J & V MEDICAL PROF CORP	78,831
DR J FROH MEDICAL PROF CORP	421,583
DR J LOTHIAN MEDICAL PROF CORP	71,977
DR J MCKERRELL MEDICAL PROF CORP	80,164
DR JAMES STEMPIEN MEDICAL PROF CORP	327,633
DR JIM WERBICKI MEDICAL PROF CORP	446,151
DR JOEL YELLAND MEDICAL P C INC	273,436
DR JOHN PESENTI MED PROF CORP	332,591
DR JOHN WALSH MEDICAL PROF CORP	335,767
DR K D KOK MEDICAL PROF CORP	335,483
DR K GOWDA MEDICAL PROFESSIONAL CORP	233,967
DR KEVIN COLLEAUX MEDICAL PROF CORP	51,258
DR KRISTA-LEE WEMPE MEDICAL PROF CORP	66,897
DR KRISTOFFOR STEWART MEDICAL SERVICES PC INC	96,284
DR LATHA NAIK MEDICAL PROF CORP	63,065
DR M B HARINGTON MEDICAL PROF CORP	69,626
DR MANDEEP UBHI MEDICAL PROF CORP	271,866
DR MARGARET B TRUCHAN MEDICAL	147,321
DR MARK JAMES MEDICAL PC LTD	162,852
DR MARK WAHBA MEDICAL PC INC	266,770
DR N NAIDOO MEDICAL PROF CORP	199,760
DR NAIYAR KHAYYAM PROF CORP	330,016
DR NAWAL K SHARMA MEDICAL PROF CORP	227,067
DR NICHOLAS G IVANANS MEDICAL P C INC	299,508
DR NORMAN JOANIS MEDICAL PROF CORP	350,707
DR OLATUNBOSUN MEDICAL PROF CORP	173,316
DR OTTO MOODLEY MEDICAL PROF CORP	382,920
DR P GAERTNER MEDICAL PROF CORP	381,596
DR PATRICK LING MEDICAL PROF CORP	206,651
DR PAUL OLSZYNSKI MED PROF CORP	241,870
DR R BIGSBY MEDICAL PROF CORP	59,446
DR R H KLASSEN MEDICAL PROF CORP	296,187
DR R NRUSIMHADEVARA MEDICAL PROF CORP	51,628
DR R STRYKER MEDICAL PROF CORP	55,373
DR RAHUL KHANNA MEDICAL PROF CORP	263,579
DR ROBIN MENZIES MEDICAL PROF CORP	58,250
DR RONALD SIEMENS PROF CORP INC	198,881
DR RYAN O'NEILL PROF CORP	368,575
DR S SHEPPARD MEDICAL PROF CORP	150,663
DR S VAN ZYL MEDICAL PROF CORP	122,125
DR SIMON CHEN MEDICAL PROF CORP	169,710
DR T HOLT MEDICAL PROF CORP	252,190
DR T LEDDING MEDICAL PROF CORP	380,760
DR THOMAS A JOHNSON MEDICAL PROF CORP	145,910
DR ULMER MEDICAL PROF CORP	62,771
DR V CATTELL MEDICAL PROF CORP	231,738
DR VERNON BEHL MEDICAL PROF CORP	328,804
DR W DALLAS PEARSON MEDICAL PROF CORP	274,219
DR W HAMMAN MEDICAL PROF CORP	512,031
DR WENDY VOGEL MEDICAL PROF CORP	451,369
DR Y NATARAJ MEDICAL PROF CORP	80,560
DR. A PAUL MASIOWSKI PROF CORP	75,350
DRAGER MEDICAL CANADA INC	95,570
DRS LEIPOLDT & WESSELS MEDICAL	130,184
DRS WANSON MEDICAL P C INC	195,190
DURUSSELL, DR MICHELLE	56,842
DYNA MEDICAL CORP	73,299
DYNAMEX CANADA INC	579,716
EARL'S PHARMACY LTD	328,103
EBSCO CANADA LTD	88,536
ECLIPSYS	771,173
EDEN TEXTILE LTD	262,506
EDWARDS EDWARDS MCEWEN ARCHITECTS	96,724
EDWARDS LIFESCIENCES (CAN) INC	407,723
EECOL ELECTRIC LTD	205,243
EMCO LIMITED	55,364
ESBE SCIENTIFIC	98,656
EV3 INC	250,519
FAMILY SERVICE SASKATOON FOUNDATION	359,354
FARNORTH SALES ASSOCIATES	82,593
FEDERAL EXPRESS CANADA LTD	128,981
FELSTROM, DR ANNA	51,776
FERRING INC	88,643
FGI SUPPLY LTD	56,002
FIRSTCANADA ULC	145,131
FISHER & PAYKEL HEALTHCARE	72,339
FISHER SCIENTIFIC	713,812
FLAME TECH SERVICES 2000	51,381
FORVEST INVESTMENTS INC	239,816
FRESENIUS MEDICAL CARE	370,444
FRIGGSTAD DOWNING HENRY ARCHITECTS	384,149
FRONT LINE FURNITURE SERVICES	246,725
FUTUREMED HEALTH CARE PRODUCTS INC	809,852
GAMBLE, DR JOHN	55,888
GAMBRO CANADA INC	113,832
GAMMA - DYNACARE MEDICAL LABORATORIES	2,930,280
GANUGAPATI, DR USHA	66,178
GE HEALTHCARE CANADA INC	1,108,175
GE HEALTHCARE IITS CANADA	57,475
GE MEDICAL SYSTEMS CANADA	120,195
GEANEL RESTAURANT SUPPLIES LTD	212,263
GENEDX INC	80,829
GENIVAR	152,095
GENZYME CANADA	131,980
GHOORAH, DR S	224,621

GIBBS WILSON CONTRACTING INC	50,113
GIDEON DALA MEDICAL PROFESSIONAL CORP	244,940
GIVELICHIAN, DR LAU	66,287
GLAXO SMITHKLINE INC	476,743
GLCMS LTD	62,978
GOLDEN OPPORTUNITIES FUND	170,461
GRAND & TOY LTD	1,645,294
GREAT WEST LIFE	3,536,211
GW INDUSTRIAL SUPPLIES	260,225
H V A C SALES (1997) LTD	114,104
HA, DR HANG	119,689
HARDING, DR ANITA	50,000
HATTINGH, DR SUZANNE	204,550
HAY GROUP LIMITED	164,254
HEALTH SCIENCES ASSOC OF SASK	752,779
HEALTHMARK LTD	554,996
HEALTHMETRX CANADA INC	76,142
HERTZ NORTHERN BUS	297,823
HICKSON HOLDINGS LTD	129,458
HILL-ROM CANADA	1,044,379
HOLLISTER LTD	75,340
HOLOGIC CANADA LTD	69,087
HOLOGIC INC	85,494
HOLT, DR ALANA	72,192
HOME DEPOT	61,860
HONEYCOMB ENTERPRISES	63,657
HONEYWELL	79,793
HORIZON COMPUTERS SOLUTIONS	707,922
HOSPIRA HEALTHCARE CORPORATION	4,566,925
HOSPITALITY NETWORK CANADA INC	152,468
HOWSAM, DR JUDY	94,515
HQU2 INC	70,875
HUNT, DR JEFFERY	371,170
HUNTER, DR GARY	67,500
HUSSAIN, DR TOUSIEF	59,831
IBM CANADA LTD	63,233
ICD (INDEPENDENTS CHOICE DIST)	1,142,508
IMED PHARMA INC	67,355
INFORMATION CONTROL	361,064
INFO-TECH RESEARCH GROUP	67,066
INLAND AUDIO VISUAL	85,613
INNOMAR STRATEGIES INC	112,869
INNOVA MEDICAL OPHTHALMICS	50,065
INO THERAPEUTICS	209,634
INSTRUMENTARIUM	189,036
INTEGRATED DESIGNS	65,447
INTER MEDICO	153,685
INTER V-MEDICAL INC	196,103
INTERNATIONAL BIOMEDICAL	77,579
INVERNESS MEDICAL CANADA	139,555
INVESTORS GROUP	63,110
IRFAN, MUHAMMAD	127,764
IRON MOUNTAIN	97,822
IVERSON, DR LANCE	285,140
J A W MEDICAL SERVICES	367,016
JAMES BEST MEDICAL PROF CORP	77,593
JANSSEN-ORTHO INC	172,283
JB MEDICAL (BOWERS MEDICAL)	66,655
JDJ CONSULTING LTD	131,250
JOHNSON & JOHNSON	4,270,781
JOHNSON & JOHNSON HEALTH CARE SYSTEMS INC	148,859
JOHNSON CONTROLS	76,418
JOORAVAN, DR SUJEETH	307,664
KARL STORZ ENDOSCOPY CANADA LTD	70,739
KAUR, MANJIT	79,673
KCI MEDICAL CANADA INC	501,571
KEEGAN, DR DAVID	72,930
KEIR SURGICAL	196,845
KEMSOL PRODUCTS LTD	50,659
KGOBISA, DR LETTIE	81,704
KIAPWAY, DR MOSENZA	279,346
KLOPPENBURG & KLOPPENBURG	601,175
KONE INC	84,379
KONICA MINOLTA BUSINESS SOLUTIONS INC	83,910
KPMG MANAGEMENT CONSULTING	93,814
KRONOS	182,420
LABELLE, DR P	342,740
LABORIE MEDICAL TECHNOLOGIES INC	93,773
LAERDAL MEDICAL CANADA	64,175
LALANI, DR NADIM	256,495
LANTHEUS MI CANADA	749,595
LAUBSCHER, DR BARRY	493,425
LAWSON, DR DENNIS	58,426
LEDBETTER COMMUNICATIONS	90,775
LEICA MICROSYSTEMS CANADA	191,231
LEWICKI, NADIA	50,503
LEXMARK CANADA INC	457,424
LIFESCAN CANADA LTD	301,668
LIMBOMBE, DR BASUNGA BERNARD	199,646
LKH MECHANICAL	98,658
LM ARCHITECTURAL GROUP	109,250
LOGOS CONSULTING LTD	104,388
LONDON DRUGS	52,290
LONDON LIFE INSURANCE CO LTD	617,259
LORAAS DISPOSAL SERVICES LTD	262,586
LUBIANTORO MEDICAL PROFESSIONAL INC	377,797
MACQUARIE EQUIPMENT FINANCE LTD	1,449,474
MALIK, DR AASIM	136,582
MAMCHUR, DR LORI	151,655
MAQUET- DYNAMED INC	246,357
MARCIE CAKES	84,954
MARSH CANADA LIMITED	1,585,795
MATER, DR AHMED	284,747
MATTERHORN COMPUTER CONSULTING CORP	93,287
MAYO COLLABORATIVE SERVICES, INC	127,674
MCARTHUR MEDICAL SALES INC	67,755
MCGORY, DR ROD	154,546
MCKESSON CANADA	5,049,851
MCKESSON DISTRIBUTION PARTNERS	1,768,731
MCKESSON LOGISTICS/LEO PHARMA INC	181,418
MED 2020 HEALTH CARE SOFTWARE	73,586
MEDICAL MART SUPPLIES WEST LIMITED	1,154,323
MEDICAL SYSTEMS INTERNATIONAL	127,213

MEDICHAIR	169,258
MED-I-PANT INC	103,733
MEDRAD INC	121,634
MEDTRONIC	3,668,342
MENTOR MEDICAL SYSTEMS (CANADA) INC	58,493
MERCK FROSST CANADA LTD	243,417
MICHALSKI, DR ROMAN	101,150
MICROVENTION INC	91,539
MICRUS ENDOVASCULAR CORP	84,707
MID-WEST DEVELOPMENT CORP	223,776
MINISTER OF FINANCE	3,045,889
MISTER PRINT	67,708
MODERN JANITORIAL SALES & SERVICES	53,482
MOLECULAR DIAGNOSTIC LABORATORY	71,208
MOODLEY, DR AARON	217,568
MOUNTAIN VIEW PARKING SYSTEMS	351,637
MYOUTCOMES LLC	53,904
MYTRAVEL / SINFONIA	134,313
NALCO CANADA CO	102,384
NEXLEV SOLUTIONS INC	324,839
NINAN, DR A	59,111
NORDON MEDICAL	63,556
NORM'S INTERIOR	67,123
NOSIB, DR SHRAVANKUMAR S	65,490
NOVARTIS PHARMACEUTICALS CANADA INC	2,193,238
NUANCE COMMUNICATIONS INC	70,933
OGUNYEMI, AYODELE O	59,511
OLYMPUS CANADA INC	1,177,659
ONE LAMBDA INC	179,127
ORACLE CANADA ULC	512,773
ORTHO CLINICAL DIAGNOSTICS	827,179
OSTEK ORTHOPAEDICS INC	61,667
OTICON CANADA LTD/FRONT ROW	190,494
OTIS CANADA INC	270,853
OXOID INC	136,117
OYEDOKUN, DR SEGUN	345,332
PARKER-ROSS, CHRISTINE	75,193
PARTNERS CENTER TO PERSONALIZED	69,375
PCL CONSTRUCTION MANAGEMENT INC	1,959,821
PEARSON CANADA ASSESSMENT INC	51,134
PEARSON, DR DEREK	253,959
PENTAX CANADA INC	484,817
PEPP (PUBLIC EMPLOYEES PENSION PLAN)	387,834
PEPSI-COLA CANADA BEVERAGES	291,490
PERCY H DAVIS LTD	146,627
PHARMASAVE	97,471
PHARMASYSTEMS INC	145,517
PHILIPS MEDICAL SYSTEMS CANADA	6,102,117
PHONAK CANADA LTD	413,596
PINNACLE DISTRIBUTION INC	381,296
POSTAGE BY PHONE	436,745
PRAIRIE DISTRIBUTORS (CENTRAL) INC	183,786
PRAIRIE MOBILE COMMUNICATIONS	184,940
PRAIRIE PAVING INC	53,046
PRAXAIR	329,159
PRECISE PARKLINK (WEST) LTD	178,416
PRIMED CANADA INC	56,229
PROFORMA QUALITY SOLUTIONS	284,876
PROJECTLINE SOLUTIONS INC	227,064
PUROLATOR COURIER LTD	123,937
QIAGEN INC	86,309
QUEST MEDICAL	104,618
QUOREX CONSTRUCTION	10,010,967
R S BASI MEDICAL DOCTOR PROF CORP	262,682
RADIOMETER CANADA	188,054
RAHAMAN, DR OMAR	75,702
RAJPUT, DR ALI	75,000
RANCO MANUFACTURING INC	105,201
RATTAN, DR UKESHA	133,010
RBC DOMINION SECURITIES INC	10,000,000
RECEIVER GENERAL FOR CANADA	155,764,815
REGINA QU'APPELLE HEALTH REGION	169,190
REISNER, DR DEBRA	138,564
RICHEA HEALTH CONCEPTS INC	73,732
RIDEAU RECOGNITION SOLUTIONS INC	153,088
RITENBURG & ASSOCIATES LTD	98,767
ROBBIE DRUMMOND MEDICAL PROF CORP	473,093
ROBERT A WOODS PROFESSIONAL CORPORATION	74,878
ROBERTA SCHELLENBERG MED PROF CORP	58,911
ROCHE DIAGNOSTICS	176,856
ROD HAFEZI MED PROF CORP	184,937
RPG - RESOURCE PLANNING GROUP INC	179,425
RUH FOUNDATION	111,148
RUSSELL FOOD EQUIPMENT LTD	66,016
SAFETY-MED PRODUCTS	105,661
SAHO	31,488,012
SALEM, DR ASHRAF	84,000
SAMMONS PRESTON ROYLAN CANADA INC	61,172
SANDOZ CANADA INC	179,771
SANOFI PASTEUR LIMITED	212,003
SAPUTO DAIRY PRODUCTS CANADA G P	740,140
SASK INDIAN INSTITUTE OF TECHNOLOGIES	108,045
SASK TRANSPORTATION COMPANY	57,035
SASKATCHEWAN CANCER AGENCY	170,000
SASKATCHEWAN HEALTH	716,798
SASKATCHEWAN WORKERS' COMPENSATION BOARD	7,484,036
SASKATOON BUSINESS COLLEGE LTD	91,183
SASKATOON CITY HOSPITAL FOUNDATION	54,579
SASKATOON OB ANAESTHESIA GROUP	2,017,735
SASKATOON PRAIRIELAND PARK CORP	167,633
SASKATOON RADIO CABS	85,273
SASKATOON TRANSPLANT ASSOCIATES	84,536
SASKATOON UNITED WAY	84,378
SASKENERGY	3,034,948
SASKPOWER	1,157,230
SASKTEL CMR	2,268,059
SASKTEL MOBILITY CELLULAR	439,352
SASKWORKS VENTURE FUND INC	700,527
SCHAAN HEALTHCARE PRODUCTS	6,874,938
SCOTIA MCLEOD	10,000,000
SDM SPECIALTY HEALTH NETWORK INC	64,260
SEIU LOCAL 333	3,053,847
SEVENTY SEVEN SIGNS LTD	54,788

SGI	54,715
SHAW, DR JOHN	120,000
SHEPP	55,812,013
SHOPPERS HOME HEALTH CARE	1,801,268
SIAST WASCANA CAMPUS	125,892
SIEMENS BUILDING TECHNOLOGIES LTD	75,117
SIEMENS CANADA LIMITED	716,466
SIEMENS HEARING INSTRUMENTS	266,962
SIEMENS WATER TECHNOLOGIES CANADA INC	158,247
SKIDATA, INC	368,345
SMITH & NEPHEW	920,937
SMITHS MEDICAL CANADA LTD	335,969
SMITHWICK'S PHYSIOTHERAPY	456,000
SOFT COMPUTER CONSULTANTS	475,632
SOFTCHOICE CORPORATION	555,100
SOMAGEN DIAGNOSTICS INC	476,168
SORIN GROUP CANADA INC	1,654,611
SOURCE	8,155,081
SOUTHMEDIC INC	67,060
SRNA (SASK REGISTERED NURSES ASSOC)	1,361,887
ST JUDE MEDICAL CANADA INC	636,860
ST PAUL'S HOSPITAL	78,603
STAKIW, DR KEN	286,900
STANTEC ARCHITECTURE LTD	236,605
STANTEC CONSULTING LTD	206,861
STAPLES	73,879
STARBUCKS COFFEE COMPANY	268,475
STARKEY LABS - CANADA CO	192,254
STERIS CANADA INC	434,294
STEVENS COMPANY	1,249,671
STEWART, DR KRIS	147,922
STRENGTHENING THE CIRCLE	69,693
STROEDER'S WATER HAULING LTD	54,600
STRUMPHER, DR JOHANN	124,836
STRYKER CANADA INC	914,025
SUER & POLLON MECHANICAL PARTNERSHIP	816,464
SUN	2,996,799
SUN-LOCAL 107	62,053
SUN-LOCAL 75-UIC	351,808
SUPERIOR SAFETY INC	60,824
SURGE CANADA CO	81,433
SYNERGETICS INC	56,862
SYNTHES (CANADA) LTD	1,038,673
SYSCO FOOD SERVICES	4,052,451
SZABO, DR EILEEN	73,482
TAB	57,566
TAYLOR BUILDING SERVICES	66,409
TAYLOR PROPERTIES	123,751
T-BONE CONSULTING	111,746
TCU PLACE	146,852
TELEFLEX MEDICAL L P	314,283
TEX-PRO WESTERN LTD	209,783
THE ARCHITECTS COLLABORATIVE	277,950
THE STAR PHOENIX	55,800
THERON, DR JAN	209,027
THOMSON REUTERS (HEALTHCARE) INC	101,124
THYSSENKRUPP ELEVATOR	178,988
TOSHIBA OF CANADA LTD	59,950
TOTAL PACKAGE PAINTING	83,477
TR JOHNSON MEDICAL PROF CORP	502,047
TRADE WEST EQUIPMENT LTD	99,788
TRAVELODGE HOTEL	58,834
TRICIFIC ENTERPRISES INC	53,611
TRUDELL MEDICAL	227,718
TYCO HEALTHCARE GROUP	2,884,801
UCYCLYD PHARMA INC	140,442
ULLAH, DR ISMAT	150,981
ULTRAMED	82,018
UNGER, DR A	88,998
UNISOURCE CANADA INC	216,451
UNITED CABS	83,293
UNIV OF SASK	8,361,419
UNIV OF SASK COLLEGE OF MEDICINE	137,859
UNIV OF SASK PHYSICIANS' BILLING OFFICE	13,665,168
UROLOGY ASSOCIATES	97,774
VAN ZYL, DR STEPHANUS F	71,764
VCM CONTRACTORS & ENGINEERS LTD	401,508
VECTOR CONCRETE RESTORATION SPECIALISTS	3,015,870
VENTANA MEDICAL SYSTEMS INC	56,188
VERN SELINGER CONTRACTING LTD	311,958
VFA CANADA	58,046
VITAID LTD	129,157
VITAL AIRE HEALTHCARE	513,393
VRMAGIC INC	164,080
VWR INTERNATIONAL LTD	345,305
W L GORE AND ASSOCIATES CANADA INC	210,448
W5 MANAGEMENT CORP	181,509
WADENA & AREA HEALTH FOUNDATION	87,604
WALTER P MOORE	466,768
WAWRYK ASSOCIATES LTD	109,332
WBM OFFICE SYSTEMS	288,665
WEILER, DR ROB	140,014
WELDFAB LTD	61,866
WESCLEAN EQUIPMENT & CLEANING SUPPLIES LTD	55,628
WESCO DISTRIBUTION CANADA INC	65,679
WEST WIND AVIATION	97,118
WESTON BAKERIES LTD	162,145
WIDEX CANADA LTD	100,648
WOODS, DR ROB	175,148
WRHA - HEALTH SCIENCES CENTER	57,712
WRIGHT CONSTRUCTION WESTERN INC	25,710,586
WRIGHT MEDICAL TECHNOLOGY	217,316
XYCORP MEDICAL INC	66,100
YONG-HING, DR KEN	61,242
ZIMMER OF CANADA LIMITED	4,808,046
ZUPKO, DR T	604,834
ZONARE MEDICAL PRODUCTS CANADA	211,420
ZW PROJECT MANAGEMENT INC	70,287

MANAGEMENT REPORT

April 30, 2010

SASKATOON HEALTH REGION
REPORT OF MANAGEMENT

The accompanying financial statements are the responsibility of management and are approved by the Saskatoon Regional Health Authority. The financial statements have been prepared in accordance with Canadian Generally Accepted Accounting Principles and the Financial Reporting Guide issued by Saskatchewan Health, and of necessity includes amounts based on estimates and judgements. The financial information presented in the annual report is consistent with the financial statements.

Management maintains appropriate systems of internal control, including policies and procedures, which provide reasonable assurance that the Region's assets are safeguarded and the financial records are relevant and reliable.

The Authority delegates the responsibility of reviewing the financial statements and overseeing Management's performance in financial reporting to the Audit and Finance Committee. The Audit and Finance Committee meets with the Authority, Management and the external auditors to discuss and review financial matters and recommends the financial statements to the Authority or approval. The Authority approves the annual report and, with the recommendation of the Audit and Finance Committee, approves the audited financial statements.

The appointed auditor conducts an independent audit of the financial statements and has full and open access to the Audit and Finance Committee. The auditor's report expresses an opinion on the fairness of the financial statements prepared by Management.

Maura Davies
Chief Executive Officer

Deborah Rhodes, C.A.
Vice President
Finance and Administration

Consolidated Financial Statements of

SASKATOON REGIONAL HEALTH AUTHORITY

Year ended March 31, 2010

KPMG LLP
Chartered Accountants
600-128 4th Avenue South
Saskatoon Saskatchewan S7K 1M8
Canada

Telephone (306) 934-6200
Fax (306) 934-6233
Internet www.kpmg.ca

AUDITORS' REPORT TO THE AUTHORITY MEMBERS

We have audited the consolidated statement of financial position of Saskatoon Regional Health Authority as at March 31, 2010 and the consolidated statements of operations and changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the Authority's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these consolidated financial statements present fairly, in all material respects, the financial position of the Authority as at March 31, 2010 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

KPMG LLP

Chartered Accountants

Saskatoon, Canada
April 30, 2010

KPMG LLP, a Canadian limited liability partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International, a Swiss cooperative. KPMG Canada provides services to KPMG LLP.

SASKATOON REGIONAL HEALTH AUTHORITY

Consolidated Statement of Financial Position
(in thousands of dollars)

March 31, 2010, with comparative figures for 2009

	Restricted Funds				
	Operating Fund	Capital Fund	Community Trust Fund	Total 2010	Total 2009
Assets					
Current assets:					
Cash and short-term investments (schedule 2)	$ 83,841	$ 36,513	$ 173	$ 120,527	$ 136,172
Accounts receivable:					
Ministry of Health	2,616	2,103	-	4,719	4,640
Other	20,787	4,612	-	25,399	18,567
Inventory	8,184	-	-	8,184	6,503
Prepaid expenses	3,076	-	-	3,076	2,061
	118,504	43,228	173	161,905	167,943
Capital assets (note 3)	-	262,500	-	262,500	235,991
	$ 118,504	$ 305,728	$ 173	$ 424,405	$ 403,934
Liabilities and Fund Balances					
Current liabilities:					
Accounts payable	$ 50,683	$ 8,023	$ -	$ 58,706	$ 59,228
Accrued salaries	46,522	-	-	46,522	20,767
Vacation payable	40,720	-	-	40,720	37,540
Long-term debt - current (note 6)	-	3,435	-	3,435	4,538
Deferred revenue (note 7)	13,991	-	-	13,991	14,044
	151,916	11,458	-	163,374	136,117
Long-term debt (note 6)	-	2,093	-	2,093	3,039
	151,916	13,551	-	165,467	139,156
Fund balances:					
Invested in capital assets	-	256,972	-	256,972	228,414
Externally restricted (schedule 3)	-	35,123	173	35,296	59,508
Internally restricted (schedule 4)	-	82	-	82	91
Unrestricted	(33,412)	-	-	(33,412)	(23,225)
Fund Balance (statement 2)	(33,412)	292,177	173	258,938	264,778
	$ 118,504	$ 305,728	$ 173	$ 424,405	$ 403,934

Commitments (note 4)
Contingencies (notes 5 and 19)

The accompanying notes and schedules are part of these consolidated financial statements.

On behalf of the Board of Directors:

_____ Director _____ Director

SASKATOON REGIONAL HEALTH AUTHORITY

Consolidated Statement of Operations and Changes in Fund Balances
(in thousands of dollars)

Year ended March 31, 2010, with comparative figures for 2009

	Operating Fund			Restricted Funds			
	Budget 2010 (note 13)	2010	2009 (note 11)	Capital Fund 2010	Community Trust Fund 2010	Total 2010	Total 2009 (note 11)
Revenue:							
Ministry of Health	$ 775,293	$ 813,502	$ 737,754	$ 40,591	$ –	$ 40,591	$ 84,712
Other provincial	11,277	23,759	14,780	–	–	–	–
Federal government	906	1,452	1,098	–	–	–	–
Patient fees	10,767	11,656	11,218	–	–	–	–
Out of province (reciprocal)	7,291	7,898	7,486	–	–	–	–
Out of country	661	1,097	807	–	–	–	–
Donations	–	–	–	9,712	–	9,712	16,590
Investment	–	–	–	1,412	3	1,415	2,879
Ancillary	12,140	13,920	13,180	–	–	–	–
Recoveries	10,957	19,543	18,527	–	–	–	–
Unrealized gain – financial instruments	–	–	–	163	–	163	94
Other revenue	3,263	3,088	3,307	1,377	–	1,377	614
	832,555	896,715	808,157	53,255	3	53,258	104,889
Expenses:							
Province-wide acute care services	49,310	47,886	43,217	–	–	–	–
Acute care services	437,608	474,849	418,147	–	–	–	–
Physician compensation-acute	49,417	59,563	54,176	–	–	–	–
Supportive care services	126,386	138,592	123,110	–	–	–	–
Home based service-supportive care	28,983	32,783	26,516	–	–	–	–
Population health services	20,105	24,953	21,155	–	–	–	–
Community care services	31,919	32,783	29,789	–	–	–	–
Home based services - acute and palliative	4,822	3,889	4,740	–	–	–	–
Primary health care services	9,629	9,701	7,300	–	–	–	–
Emergency response services	7,046	7,391	7,442	–	–	–	–
Mental health services	7,595	8,991	7,309	–	–	–	–
Addictions services	1,884	2,162	1,923	–	–	–	–
Physician compensation -community services	2,867	3,082	2,863	–	–	–	–
Program support services	42,046	48,462	42,819	42,102	11	42,113	36,691
Special funded programs	9,379	9,231	6,157	–	–	–	–
Ancillary	8,021	10,883	8,749	–	–	–	–
Total expenses (schedule 1)	832,555	912,709	807,422	42,102	11	42,113	36,691
Excess (deficiency) of revenue over expenses	$ –	(16,995)	735	11,153	(8)	11,145	68,838
Interfund transfers (note 14)		6,788	(342)	(6,788)	–	(6,788)	342
Increase (decrease) in fund balances		(10,197)	393	4,365	(8)	4,357	70,180
Fund balances, beginning of year		(23,220)	(23,613)	287,822	181	288,003	217,823
Fund balances, end of year		$ (33,417)	$ (23,220)	$ 292,177	$ 173	$ 292,350	$ 288,003

The 2010 budget figures presented above reflect the original budget approved by the SRHA on May 27, 2009. During 2009-2010 a number of significant items totaling $72.52 million have been added to the budget for both revenue and expenses bringing the year end budget to $905.075 million. These additional items are not reflected in the original budget figures and Note 13 provides a reconciliation.

The accompanying notes and schedules are part of these consolidated financial statements.

SASKATOON REGIONAL HEALTH AUTHORITY

Consolidated Statement of Cash Flows
(in thousands of dollars)

Year ended March 31, 2010, with comparative figures for 2009

	Operating Fund		Restricted Funds			
	2010	2009	Capital Fund 2010	Community Trust Fund 2010	Total 2010	Total 2009
Cash provided by (used in):	Operating Activities		Financing and Investing Activities			
Excess (deficiency) of revenue over expenses	$ (16,985)	$ 735	$ 11,153	$ (8)	11,145	$ 69,839
Net change in non-cash working capital (note 8)	27,308	7,779	(8,556)	-	(8,556)	6,171
Amortization of capital assets	-	-	33,869	-	33,869	29,793
	10,323	8,514	36,467	(8)	36,459	105,802
Purchase of capital assets						
Land	-	-	(984)	-	(984)	(585)
Building/construction	-	-	(42,706)	-	(42,706)	(27,958)
Equipment	-	-	(16,688)	-	(16,688)	(39,519)
	-	-	(60,378)	-	(60,378)	(68,062)
Repayment of long-term debt	-	-	(2,049)	-	(2,049)	(1,157)
Net increase (decrease) in cash and short-term investments during the year	10,323	8,514	(25,960)	(8)	(25,968)	36,583
Cash and short term investments, beginning of year	66,720	58,548	69,271	101	69,452	32,527
Interfund transfers (note 14)	6,798	(342)	(6,798)	-	(6,798)	342
Cash and short term investments, end of year (schedule 2)	$ 83,841	$ 66,720	$ 36,513	$ 173	36,686	$ 69,452

The accompanying notes and schedules are part of these consolidated financial statements.

SASKATOON REGIONAL HEALTH AUTHORITY

Notes to Consolidated Financial Statements
(in thousands of dollars)

Year ended March 31, 2010

---

1. **Legislative authority:**

The Saskatoon Regional Health Authority (SRHA) operates under *The Regional Health Services Act* (the "Act") and is responsible for the planning, organization, delivery and evaluation of health services it is to provide within the geographic area known as the Saskatoon Health Region, under section 27 of *The Act*. The SRHA is a non-profit organization and is not subject to income and property taxes from the federal, provincial and municipal levels of government. The SRHA is a registered charity under the *Income Tax Act* of Canada.

2. **Significant accounting policies:**

These consolidated financial statements are prepared in accordance with Canadian generally accepted accounting principles and include the following significant accounting policies:

(a) Health Care Organizations:

i) SRHA has entered into a joint service management partnership with one of its affiliates, St. Paul's Hospital (Grey Nuns) of Saskatoon ("St. Paul's"). By agreement, SRHA and St. Paul's were each given responsibility for the management of designated care groups and support services. As a result of this relationship, the financial statements of St. Paul's have been consolidated with the financial statements of SRHA. Transactions and inter-organization balances between SRHA and St. Paul's are eliminated. The agreement with St. Paul's expires September 30, 2015.

ii) In addition to St. Paul's, SRHA has entered into affiliation agreements with the following healthcare organizations:

Bethany Pioneer Village Inc.	Sherbrooke Community Society Inc. (Central Haven Special Care Home
Circle Drive Special Care Home Inc.	Sherbrooke Community Society Inc. (Sherbrooke Community Centre)
Duck Lake and District Nursing Home Inc.	Spruce Manor Special Care Home Inc.
Jubilee Residences Inc. (Sierawal Lodge)	St. Ann's Senior Citizens Village Corporation
Jubilee Residences Inc. (Parkview Lodge)	St. Joseph's Home for the Aged
Lakeview Pioneer Lodge Inc.	Strasbourg and District Health Centre
Luther Care Communities (Lutheran Sunset Home)	Sunnyvale Adventist Care Centre
Meewasin Nursing Home Inc.	Watrous Manitawin Special Care Home Inc.
Oliver Lodge	
Saskatoon Convalescent Home	

SRHA provides annual grant funding to these organizations for the delivery of health care services. Consequently, the SRHA has disclosed certain financial information regarding these affiliates.

These affiliates are not consolidated into the SRHA financial statements. Note 13 b) i) provides supplementary information on the financial position, results of operations, and cash flows of these affiliates.

The affiliates are incorporated under The Non-Profit Corporations Act and are registered charities under The Income Tax Act.

2. Significant accounting policies – continued:

(a) Health Care Organizations-continued:

ii) The SRHA has agreements with and grants funding to the following prescribed health care organizations (HCOs) and third parties to provide health services:

Autism Treatment Services of Saskatchewan Inc.
Canadian Mental Health Association
Central Urban Metis Federation (1993) Inc.
Cosmopolitan Industries Ltd.
Community Health Services (Saskatoon) Association Ltd.
Crocus Cooperative
Elmwood Residence Inc.
Humboldt and District Ambulance Service
Langham Senior Citizens Home
Lanigan and District Ambulance Association
M.D. Ambulance Care Ltd.
Midway Ambulance Care Ltd.
Preston Nursing Home, Saskatoon of Extendicare (Canada) Inc.
Quill Plains Ambulance Care Ltd.
Rosthern and District Ambulance
Saskatoon Council on Aging Inc.
Saskatoon Crisis Intervention Services, Inc.
Saskatoon Housing Coalition, Inc.
Saskatoon Services for Seniors
Saskatoon Tribal Council Urban First Nation Services Inc.
Shamrock Ambulance Care Inc.
Strasbourg Ambulance Service
Student Wellness Initiative Toward Community Health (SWITCH)
The Saskatoon Downtown Youth Centre, Inc.
University of Saskatchewan Student Health Centre
Wakaw Ambulance Service
Wynyard and District Community Health Clinic Assoc. Ltd.
Young Women's Christian Association

Note 10 (c) (ii) provides disclosure of funds granted to prescribed HCOs and third parties.

(iv) Foundations:

The following Foundations raise funds for programs, equipment and facilities under the SRHA:

Royal University Hospital Foundation Inc.
Saskatoon City Hospital Foundation Inc.
St. Paul's Hospital Foundation Inc.
Humboldt District Hospital Foundation Inc.
Watrous Community Health Foundation Inc.
Lue Meadows Pioneer Home Inc.
Biggar Hospital Foundation Inc.
Children's Hospital Foundation of Saskatchewan Inc.

2. Significant accounting policies – continued:

(a) Health Care Organizations-continued:

(iv) Foundations – continued:

The Foundations are incorporated under The Non-Profit Corporations Act and are registered charities under The Income Tax Act.

These consolidated financial statements do not include the financial activities of the Foundations. Note 10 b) ii) describes the financial position and results of operations and cash flows of these Foundations.

(b) Fund accounting:

The accounts of SRHA are maintained in accordance with the restricted fund method of accounting for revenues. For financial reporting purposes, accounts with similar characteristics have been combined into the following major funds:

i) Operating Fund

The operating fund reflects the primary operations of SRHA including revenues received for provision of health services from Ministry of Health - General Revenue Fund, and billings to patients, clients, the federal government and other agencies for patient and client services. Other revenue consists of donations, recoveries, and ancillary revenue. Expenses are for the delivery of health services.

ii) Capital Fund

The capital fund is a restricted fund that reflects the equity of SRHA in capital assets after taking into consideration any associated long-term debt. The capital fund includes revenues received from Ministry of Health - General Revenue Fund designated for construction of capital projects and/or the acquisition of capital assets. The capital fund also includes donations designated for capital purposes by the contributor. Expenses consist primarily of amortization of capital assets.

iii) Community Trust Fund

The community trust fund is a restricted fund that reflects community-generated assets transferred to SRHA in accordance with the pre-amalgamation agreements signed with the amalgamating health corporations. The assets include cash and investments initially accumulated by the health corporations in SRHA from donations or municipal tax levies. These assets are accounted for separately and use of the assets is subject to restrictions set out in pre-amalgamation agreements between SRHA and the health corporations.

2. Significant accounting policies - continued:

(c) Revenue:

Unrestricted contributions are recognized as revenue in the operating fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Restricted contributions related to general operations are recorded as deferred revenue and recognized as revenue of the operating fund in the year in which the related expenses are incurred. All other restricted contributions are recognized as revenue of the appropriate restricted fund in the year.

(d) Capital assets:

Capital assets are recorded at cost. Normal maintenance and repairs are expensed as incurred. Capital assets, with a life exceeding one year, are amortized on a straight-line basis over their estimated useful lives as follows:

Asset	Rate
Buildings	2.5% to 5%
Land improvements and leasehold improvements	5% to 10%
Equipment	10% to 33%

Donated capital assets are recorded at their fair value at the date of contribution if fair value can be reasonably determined.

(e) Asset retirement obligations:

Asset retirement obligations are legal obligations associated with the retirement of tangible long-lived assets. Asset retirement obligations are recorded when they are incurred if a reasonable estimate of fair value can be determined. Accretion (interest) expense is the increase in the obligation due to the passage of time. The associated retirement costs are capitalized as part of the carrying amount of the assets and amortized over the asset's remaining useful life.

(f) Inventory:

Inventory consists of medical and surgical supplies, drugs, laboratory supplies, linen and other general supplies. All inventories are valued at the lower of cost, as determined on the weighted average basis, or net realizable value.

(g) Pensions:

Employees of SRHA participate in several multi-employer defined pension plans or a defined contribution plan. SRHA follows defined contribution plan accounting for its participation in the plans. Accordingly, SRHA expenses all contributions it is required to make in the year.

2. Significant accounting policies - continued:

(h) Financial Instruments:

SRHA has classified its financial instruments into one of the following categories: held-for-trading, loans and receivables, or other liabilities.

All financial instruments are measured at fair value upon initial recognition. The fair value of a financial instrument is the amount at which the financial instrument could be exchanged in an arm's-length-transaction between knowledgeable and willing parties under no compulsion to act. Subsequent to initial recognition, held-for-trading instruments are recorded at fair value with changes in fair value recognized in income. Loans and receivables and other liabilities are subsequently recorded at amortized cost. The classifications of SRHA's significant financial instruments are as follows:

- Cash is classified as held-for-trading.
- Accounts receivable are classified as loans and receivables.
- Investments are classified as held-for-trading. Transaction costs related to held-for-trading financial assets are expensed as incurred.
- Short term bank indebtedness is classified as held-for-trading.
- Accounts payable, accrued salaries and vacation payable are classified as other liabilities.
- Long-term debt is classified as other liabilities. The related debt premium or discounted and issue costs are included in the carrying value of the long term debt and are amortized into interest expense using the effective interest rate method.

As at March 31, 2010, SRHA does not have any material outstanding contracts or financial instruments with embedded derivatives.

SRHA is exposed to financial risks as a result of its financial instruments. The primary risks SRHA may be exposed to are:

- Price risks which includes: Currency risk - affected by changes in foreign exchange rates; Interest rate risk - affected by changes in market interest rates; and Market risk - affected by changes in market prices, whether those changes are caused by factors specific to the individual instrument or the issuer or factors affecting all instruments traded in the market.
- Credit risk is the risk that one party to a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss.
- Liquidity risk is the risk that an entity will encounter difficulty in raising funds to meet commitment associated with financial instruments. This may result from an inability to sell a financial asset quickly at close to its fair value.

2. Significant accounting policies - continued:

- Cash flow risk is the risk that future cash flow associated with a monetary financial instrument will fluctuate in amount.

SRHA has policies and procedures in place to mitigate these risks.

(i) Replacement reserves

The SRHA is required to maintain certain replacement reserves as a condition of receiving subsidy assistance from Saskatchewan Housing Corporation. Schedule 4 shows the changes in these reserve balances during the year.

(j) Measurement uncertainty:

These consolidated financial statements have been prepared by management in accordance with Canadian generally accepted accounting principles. In the preparation of financial statements, management makes various estimates and assumptions in determining the reported amounts of assets and liabilities, revenues and expenses and in the disclosure of commitments and contingencies. Changes in estimates and assumptions will occur based on the passage of time and the occurrence of certain future events. The changes will be reported in earnings in the period in which they become known.

3. Capital assets:

			2010	2009
	Cost	Accumulated amortization	Net book value	Net book value
Land	$ 2,189	$ -	$ 2,189	$ 1,668
Land improvements	2,736	2,268	468	11
Buildings	460,308	302,389	157,919	137,792
Furniture and equipment	310,302	260,156	50,146	50,215
Construction in progress	51,778	-	51,778	46,305
	$ 827,313	$ 564,813	$ 262,500	$ 235,991

4. Commitments:

a) Capital asset acquisitions

At March 31, 2010, commitments for the acquisition of capital assets were $56.9 million (2009 - $85.3 million). The Ministry of Health and the hospital foundations have committed to provide adequate funding to cover these commitments.

b) Saskatoon Square Limited Partnership

SRHA holds a 10% interest in the Saskatoon Square Limited Partnership. SRHA's share of earnings from the partnership, accounted for on the equity basis as capital income, was $155 thousand for the year ended March 31, 2010 (2009 - $128 thousand).

In addition to its interest in the partnership, SRHA has entered into a lease for office space, with 4 years remaining for $275 thousand per year, plus operating costs, included in operating lease commitments below.

c) Operating leases

Minimum annual payments under operating leases on property and equipment over the next five years are as follows:

2011	$	3,904
2012		3,904
2013		3,904
2014		3,904
2015		3,529

(d) Asset retirement obligations:

SRHA may be subject to asset retirement obligations on its facilities for which the fair value cannot be reasonably estimated due to the indeterminate timing and scope of removal. The asset retirement obligation for these assets will be recorded in the period in which there is sufficient information to estimate fair value.

(e) Contracted Health Service Operators

SHRA continues to contract on an ongoing basis with private health service operators to provide health services in the SRHA similar to those provided in the year ending March 31, 2010.

5. Contingencies:

SRHA, along with others, is a defendant to several claims which have been brought against it over the years as a result of its medical operations. SRHA believes these claims are without merit or are covered by insurance. Settlements, if any, in excess of insurance coverage, would be accounted for as a charge against operations in the period in which settlements arise.

6. Long-term debt:

Title of Issue	Stated Interest Rate	Monthly Repayment Terms (not in thousands)	2010	2009
RUH Parkade Expansion, Saskatoon - RBC Banker's Acceptance	5.8%	Revolving credit facility renewable annually to June, 2013	$ 3,320	$ 4,246
Pleasant View Care Home, Wadena - CMHC mortgage	4.5%	$14,106 principal and interest of which $15,000 is subsidized by SHC for an effective interest rate of nil. Mortgage renewal date February 1, 2015, due date November 1, 2024	1,815	1,900
Sterling Building, Saskatoon – RBC commercial mortgage	5.2%	$19,177 principal and interest. Mortgage renewal March 1, 2010 and due date April 1, 2014	-	1,012
Puffer Special Care Home Corporation, Nokomis - CMHC mortgage	4.5%	$3,619 principal and interest of which $922 is subsidized by SHC for an effective interest rate of 2.0%. Mortgage renewal date February 1, 2015, due date November 1, 2021	393	419
			5,528	7,577
Less current portion			3,435	4,538
			$ 2,093	$ 3,039

SRHA has reduced its exposure to interest rate fluctuations by entering into an interest rate swap on the full amount of its revolving credit facility for the RUH Parkade expansion. The interest rate swap effectively fixes the interest rate on the debt at 5.8% until June, 2013.

The fair value of the interest rate swap is recorded on the consolidated statement of financial position with changes in fair value reflected as capital fund expense. At March 31, 2010, the market value loss on the interest rate swap was $202 thousand (2009 - $333 thousand).

6. Long-term debt (continued):

For each of the Canada Mortgage and Housing Corporation (CMHC) mortgages, the SRHA has pledged the related buildings as security. The Royal Bank loans are secured by general securities agreements and assignments of rents and leases. Saskatchewan Housing Corporation (SHC) may provide a mortgage subsidy for supportive care homes financed by CMHC. The subsidy may change when the mortgage renewal occurs.

For each of the mortgages, SRHA has pledged the related building of the special care home as security. Principal repayments required in each of the next five years and thereafter are estimated as follows:

2011	$ 3,435
2012	120
2013	126
2014	131
2015	138
Thereafter	1,578
	$ 5,528

7. Deferred revenue:

	Balance beginning of year	Less amount recognized	Add amount received	Balance end of year
Ministry of Health Initiatives:				
Acute	$2,405	$ 1,907	$ 1,134	$ 1,632
Clinical education and training	136	101	1	36
Medical remuneration	163	163	-	-
Academic detailing	164	438	411	137
Community	4,041	1,544	1,975	4,472
Supportive care	168	-	-	168
Program support	961	838	773	896
	8,038	4,991	4,294	7,341
Non-Ministry of Health Initiatives:				
Acute	2,459	1,067	1,163	2,555
Community	1,450	1,058	1,307	1,699
Other	670	76	-	594
SGI fit	572	11	80	641
Program support	855	839	1,145	1,161
	6,006	3,051	3,695	6,650
	$ 14,044	$ 8,042	$ 7,989	$ 13,991

8. Net change in non-cash working capital:

	Operating Fund		Restricted Funds			
	2010	2009	Capital Fund 2010	Community Trust Fund 2010	Total 2010	Total 2009
Accounts receivable	$ (5,096)	$ 2,211	$ (1,815)	$ –	(1,815)	$ (3,678)
Inventory	(1,681)	(493)	–	–	–	–
Prepaid expenses	(1,015)	(429)	–	–	–	–
Accounts payable	6,218	3,802	(6,740)	–	(6,740)	9,849
Accrued salaries	25,755	67	–	–	–	–
Vacation payable	3,180	3,136	–	–	–	–
Deferred revenue	(53)	(515)	–	–	–	–
	$ 27,308	$ 7,779	$ (8,555)	$ –	(8,555)	$ 6,171

9. Trust accounts:

SRHA administers funds held in trust for clinical research and patients and residents using SRHA's facilities. Any significant funds are held in separate accounts for the trust funds SRHA administers. The total cash held in trust as at March 31, 2010 was $3.5 million (2009 - $3.6 million). These amounts are not reflected in the consolidated financial statements.

10. Related parties:

These consolidated financial statements include transactions with related parties. SRHA is related to all Saskatchewan Crown Agencies such as departments, corporations, boards and commissions under the common control of the Government of Saskatchewan. SRHA is also related to non-Crown enterprises that the Government jointly controls or significantly influences. In addition, SRHA is related to other non-Government organizations by virtue of its economic interest in these organizations.

10. Related parties - continued:

a) Related party transactions:

Transactions with these related parties are in the normal course of operations. Amounts due to or from and the recorded amounts of the transactions resulting from these transactions are included in the consolidated financial statements and the table below. They are recorded at the standard rates charged by those organizations and are settled on normal trade terms.

	2010	2009
Revenue:		
Ministry of Health	$ 854,093	$ 822,466
Saskatchewan Association of Health Organizations	13,752	4,391
Saskatchewan Workers' Compensation Board	4,562	4,872
Foundations	3,819	9,962
Saskatchewan Government Insurance	3,292	3,255
Saskatchewan Cancer Foundation	3,242	4,299
Other	2,153	2,262
Saskatoon Square Limited Partnership	155	128
Saskatchewan Housing Corporation	101	105
Public Trustee for Saskatchewan	25	25
Saskatchewan Community Resources and Employment	5	63
	$ 885,199	$ 851,828
Expenses:		
Affiliated organizations	$ 82,054	$ 70,792
Saskatchewan Health Employee Pension Plan	31,098	25,155
University of Saskatchewan	24,184	20,295
Saskatchewan Association of Health Organizations	23,603	21,680
Community based organizations	7,544	6,256
Saskatchewan Workers' Compensation Board	7,484	6,994
Department of Finance	3,046	3,029
SaskEnergy	3,035	2,868
SaskTel	2,707	3,854
SaskPower	1,157	1,068
Other	847	537
Saskatoon Square Limited Partnership	521	485
Saskatchewan Housing Corporation	213	231
Saskatchewan Government Insurance	55	23
	$ 187,548	$ 163,267

10. Related parties - continued:

a) Related party transactions - continued:

	2010	2009
Accounts receivable:		
Ministry of Health	$ 4,719	$ 4,640
Other	3,900	5,932
Saskatchewan Association of Health Organizations	3,471	-
Affiliated organizations	2,108	673
Saskatchewan Cancer Foundation	1,451	1,257
Saskatchewan Government Insurance	294	193
	$ 15,943	$ 12,695
Prepaid expenses:		
Other	$ 215	$ 1
Saskatchewan Association of Health Organizations	165	1
University of Saskatchewan	165	102
	$ 545	$ 104
Accounts payable:		
University of Saskatchewan	$ 3,558	1,591
Saskatchewan Workers' Compensation Board	2,285	$ 2,058
Saskatchewan Association of Health Organizations	601	1,481
Other	322	493
	$ 6,766	$ 5,623

In addition, SRHA pays Provincial Sales Tax to the Saskatchewan Ministry of Finance on all its taxable purchases. Taxes paid are recorded as part of the cost of those purchases.

10. Related parties - continued:

b) Health Care Organizations

i) Affiliates

The Act makes SRHA responsible for the delivery of health services in its region including the health services provided by privately owned affiliates. The Act requires affiliates to conduct their affairs and activities in a manner that is consistent with, and that reflects, the health goals and objectives established by SRHA. SRHA exercises significant influence over affiliates by virtue of its material inter-entity transactions. The following presentation discloses the amount of funds granted to each affiliate:

	2010	2009
Operating:		
Sherbrooke Community Society Inc. (Sherbrooke Community Centre)	$ 18,161	$ 16,270
Luther Care Communities (Lutheran Sunset Home)	7,389	6,667
Jubilee Residences Inc. (Stensrud Lodge)	5,051	4,178
Sunnyside Adventist Care Centre	4,742	4,169
Jubilee Residences Inc. (Porteous Lodge)	4,735	4,170
Oliver Lodge	4,429	4,058
St. Ann's Senior Citizens Village Corporation	4,185	3,496
Mennonite Nursing Home Inc.	3,795	3,453
Saskatoon Convalescent Home	3,757	3,356
St. Joseph's Home for the Aged	3,484	3,075
Circle Drive Special Care Home Inc.	2,951	2,679
Sherbrooke Community Society Inc. (Central Haven Special Care Home Inc.)	2,761	2,585
Lakeview Pioneer Lodge Inc.	2,404	2,228
Spruce Manor Special Care Home Inc.	1,945	1,783
Bethany Pioneer Village Inc.	1,846	1,706
Duck Lake and District Nursing Home Inc.	1,773	1,676
Warman Mennonite Special Care Home Inc.	1,478	1,325
Strasbourg and District Health Centre	220	211
	75,106	67,085
Capital	6,948	3,707
	$ 82,054	$ 70,792

10. Related parties - continued:

b) Health Care Organizations - continued:

i) Affiliates - continued

The Ministry of Health requires additional reporting in the following financial summaries of the affiliate entities as at March 31, 2010 and 2009 and for the years then ended:

		2010		2009
Financial position:				
Current assets	$	21,830	$	16,402
Net capital assets		31,478		31,749
		53,308	$	48,151
Total liabilities	$	34,052	$	29,766
Fund balances		19,256		18,385
	$	53,308	$	48,151
Results of operations:				
SRHA grant	$	82,054	$	70,792
Other revenue		18,197		20,376
		100,251		91,168
Salaries and benefits		84,248		74,677
Other expenses		15,132		14,594
		99,380		89,271
Excess (deficiency) of revenue over expenses	$	871	$	1,897

Other expenses include amortization of $3.0 million (2009 - $3.0 million).

Cash flows:				
Cash from operations	$	4,847	$	2,440
Cash used in financing activities		(624)		(609)
Cash used in investing activities		(1,388)		(2,831)
Increase (decrease) in cash	$	2,835	$	(1,000)

Cash used in investing activities includes capital purchases of $2.0 million (2009 - $4.0 million).

10. Related parties - continued:

b) Health Care Organizations - continued:

ii) Fundraising foundations

During the year, foundations provided funding of approximately $3.8 million (2009 - $10.0 million) for programs and capital acquisitions reported in donation and ancillary revenue.

In addition, the foundations provided education and research funding to employees of SRHA of $2.1 million (2009 - $3.7 million) which is not reflected in these consolidated financial statements.

The following represents the financial position, results of operations and cash flows for the foundations which have not been consolidated in these financial statements:

	2010	2009
Financial position:		
Assets	$ 47,060	$ 42,972
Liabilities	2,959	5,610
Fund balances	44,101	37,362
	$ 47,060	$ 42,972
Results of operations:		
Revenue	$ 17,113	$ 22,589
Expenses	(10,374)	(21,523)
Excess of revenue over expenses	$ 6,739	$ 1,066
Cash provided by (used in):		
Operations	$ 4,258	$ 2,135
Financing and investing activities	(3,915)	(60)
Increase in cash	$ 343	$ 2,075

10. Related parties - continued:

b) Health Care Organizations - continued:

iii) Prescribed Health Care Organizations and Third Parties

SRHA has also entered into agreements with prescribed HCOs and third parties to provide health services. These organizations receive operating funding from the SRHA on a monthly basis in accordance with budget amounts approved annually. During the year, SRHA provided the following amounts to prescribed HCOs and third parties:

	2010	2009
M.D. Ambulance Care Ltd.	$ 4,351	$ 4,455
Preston Nursing Home, Saskatoon of Extendicare (Canada) Inc.	4,258	3,730
Langham Senior Citizens Home	831	755
Saskatoon Housing Coalition, Inc.	813	760
Autism Treatment Services of Saskatchewan Inc.	721	184
Humboldt and District Ambulance Service	516	533
Saskatoon Crisis Intervention Services, Inc.	421	379
Midway Ambulance Care Ltd.	392	403
Rosthern and District Ambulance	388	355
Crocus Cooperative	318	277
Community Health Services (Saskatoon) Association Ltd.	307	297
Strasbourg Ambulance Service	307	296
Wynyard and District Community Health Clinic Assoc. Ltd.	307	220
Shamrock Ambulance Care Inc.	284	294
Quill Plains Ambulance Care Ltd.	253	255
Wakaw Ambulance Service	242	247
Central Urban Metis Federation (1993) Inc.	222	208
Canadian Mental Health Association	182	171
Lanigan and District Ambulance Association	148	149
University of Saskatchewan Student Health Centre	123	116
The Saskatoon Downtown Youth Centre, Inc.	110	112
Elmwood Residence Inc.	104	101
Saskatoon Tribal Council Urban First Nation Services Inc.	80	80
Cosmopolitan Industries Ltd.	68	66
Young Women's Christian Association	60	-
Student Wellness Initiative Toward Community Health (SWITCH)	50	50
Saskatoon Council on Aging Inc.	28	-
Saskatoon Services for Seniors	25	25
	$ 15,909	$ 14,518

11. Comparative Information

Certain 2008-09 balances have been reclassified to conform to the current year's presentation.

12. Pension plans:

Employees of SRHA participate in one of three pension plans.

- Saskatchewan Healthcare Employees' Pension Plan (SHEPP) – This is jointly governed by a board of eight trustees. Four of the trustees are appointed by the Saskatchewan Association of Health Organizations (SAHO), a related party, and four of the trustees are appointed by Saskatchewan's health care unions (CUPE, SUN, SEIU, SGEU, RWDSU and HSAS). SHEPP is a multi-employer defined benefit plan, which came into effect December 31, 2002. (Prior to December 31, 2002, this plan was formerly the SAHO Retirement Plan and governed by the SAHO Board of Directors.)

- Public Service Superannuation Plan (PSSP), a related party – This is also a defined benefit plan and is the responsibility of the Province of Saskatchewan.

- Public Employees' Pension Plan (PEPP), a related party – This is a defined contribution plan and is the responsibility of the Province of Saskatchewan.

- Crown Investment Corporation, a related party – plan is a defined contribution plan and is the responsibility of the Province of Saskatchewan.

The SRHA's financial obligation to these plans is limited to making the required payments to these plans according to their applicable agreements. Pension expense for the year amounted to $31.1 million (2009 - $25.2 million) and is included in Compensation - benefits in Schedule 1.

12. Pension plans – continued:

	SHEPP[1]	PSSP	PEPP	Trust Fund Other	Total 2010	Total 2009
Number of active members	9,100	3	46	2	9,151	8,425
Member contribution rate, percentage of salary*	6.6-9.0%	7.0-9.0%	5.0-7.0%	5.5%		
2008-09 rates	5.85-7.35%	7.0-9.0%	5.0-7.0%	5.5%		
SHRA contribution rate, percentage of salary*	7.39-10.08%	29.12-37.44%	6.0-7.0%	5.5%		
2008-09 rates	6.55-8.23%	25.48-32.76%	6.0-7.0%	5.5%		
Member contributions (thousands of dollars)	27,562	7	190	12	27,771	22,444
SRHA contribution (thousands of dollars)	30,869	31	186	12	31,098	25,155

*Contribution rate varies based on employee group.

[1]Active members include all employees of SRHA, including those on leave of absence as of March 31, 2010. Inactive members are transferred to SHEPP and not included in these results.

Pension plan contribution rates have increased as a result of recent deficiencies in the plans. Contribution rates may continue to increase until the next actuarial reports are completed.

13. Budget:

Following acceptance by the Ministry of Health, SRHA approved the 2009-2010 budget plan on May 27, 2009. Subsequent to budget approval, a number of items totaling $72.52 million were added to the budget for both revenue and expenses and are listed below. A majority of the increase relates to funding for the proposed SEIU Collective Agreement which added $26 million of revenue and $26 million of expenses to the budget. Midyear, the Ministry of Health reduced operating funding by $7.1 million as a result of amending the funding agreement for the Watrous long term care project (note 14) and a further reduction of $1.5 million for expenditure management. These additional items are not reflected in the 2009 - 2010 budget figures presented.

Reconciliation:		
SRHA Budget Approved May 27, 2009	$	832,555
Funding for SEIU Collective Agreement		26,332
New programming/Deferred Revenue brought forward		16,427
Sun Partnership Funding		13,752
Recoveries/Pandemic		7,610
Other		8,399
Budget March 31, 2010	$	905,075

14. Interfund Transfers:

Each year SRHA transfers amounts between its funds for various purposes. These include capital asset purchases and reassigning fund balances to support certain activities. During the current fiscal year, due to fiscal pressures, the Ministry reduced operating funding to health regions, including SRHA. To offset the shortfall in operating revenue, SRHA agreed to an amendment in the funding agreement for the Watrous long term care project. The amendment removed restrictions on $7.1 million of capital funds received by SRHA in fiscal 2009 and allowed the funds to be transferred to operations.

	2010			2009		
	Operating Fund	Capital Fund	Community Trust Fund	Operating Fund	Capital Fund	Community Trust Fund
Funding agreement	$ 7,100	$ (7,100)	$ –	$ –	$ –	$ –
Other	(302)	302	–	(342)	350	(8)
	$ 6,798	$ (6,798)	$ –	$ (342)	$ 350	$ (8)

15. Financial instruments:

Significant terms and conditions

There are no significant terms and conditions related to financial instruments classified as current assets or current liabilities that may affect the amount, timing and certainty of future cash flows. Significant terms and conditions for the other financial instruments are disclosed separately in these consolidated financial statements.

Credit risk

SRHA is exposed to credit risk from the potential non-payment of accounts receivable. The majority of SRHA's receivables are from Ministry of Health - General Revenue Fund, Saskatchewan Workers' Compensation Board, health insurance companies or other provinces. Therefore, the credit risk is minimal.

Fair value

The following methods and assumptions were used to estimate the fair value of each class of financial instrument:

- The carrying amounts of these financial instruments approximate fair value due to their immediate or short-term nature.
    - Accounts receivable
    - Accounts payable
    - Accrued salaries and vacation payable
- Cash and short-term investments are recorded at fair value as disclosed in Schedule 2, determined using quoted market prices.
- The fair value of long-term debt before the repayment required within one year, is $4.3 million (2008-09 - $6.4 million) and is determined using discounted cash flow analysis based on current incremental borrowing rates for similar borrowing arrangements, net of mortgage subsidies.

Operating line of credit

SRHA has a line of credit limit of $4.0 million with an interest charged at prime less 0.5% which is re-negotiated annually. The line of credit is secured by a general security agreement signed by the Authority. Total interest paid on the line of credit in 2010 was $11 thousand (2009 - $2 thousand). SHRA has a line of credit of $4.0 million with the Bank of Montreal for a Corporate Purchasing MasterCard Program with an interest charged at prime plus 2%. The line of credit is secured by Standard MasterCard Agreements and a borrowing resolution approved by the Authority. These lines of credit were approved by the Ministry of Health.

16. Volunteer services:

The operations of the SRHA utilize services of many volunteers. Because of the difficulty in determining the fair market value of these donated services, the value of these donated services is not recognized in the consolidated financial statements.

17. Community trust funds:

During the year, community trust funds generated investment income of $3 thousand.

18. Joint job evaluation reconsiderations:

The joint job evaluation/pay equity initiative for the service provider unions CUPE, SEIU, and SGEU allowed for an appeal (or reconsideration) process. As a result, employees and employers filed appeals, and recommendations on these appeals were completed. Major disputes were heard before the JJE Dispute Resolution Tribunal (Tribunal). A number of individual issues consisting of recommendations not agreed to still remain. Outcomes of the Tribunal resulted in further issues where additional classifications were created and duties of existing classifications were revised. A process to deal with the issues is being developed by the unions and SAHO and eventually the specific decisions will be determined by a third party. Dealing with some of these issues is expected to extend until 2011. The results of outstanding issues are currently unknown. The costs of these cannot be reasonably determined at this time.

19. Collective agreements:

The SEIU contract expired March 31, 2008 and, while the proposed settlement has not been agreed to or ratified by the union, an estimate for the SEIU retroactive settlement has been accrued in the financial statements. The HSAS contract expired March 31, 2009 and negotiations are ongoing. An estimate of the settlement is not determinable at this time. The SUN contract is in effect until March 31, 2012.

20. Accounting policy changes:

New accounting standards

The Canadian Institute of Chartered Accountants approved a number of amendments and one new section dealing with allocated expenses within accounting standards for not-for-profit organization that became effective April 1, 2009. SRHA does not allocate expenses and therefore was not impacted by the new section and other amendments had only a minor impact on the disclosures in the notes to the financial statements.

20. Accounting policy changes – continued:

Future accounting standards

The Public Sector Accounting Board (PSAB) and the Accounting Standards Board (ASB) are currently deliberating the future direction of financial reporting for not-for-profit organizations. PSAB is responsible for the accounting standards for government not-for-profit organizations, which are part of a government's reporting entity. ASB is responsible for the accounting standards for all other not-for-profit organizations, current including SRHA.

An exposure draft issued March, 2010 proposes a migration of the existing Section 4400 Accounting Standards for Not-for-Profit Organizations into both the Private Enterprise Accounting Handbook and the Public Sector Accounting Handbook on a transitional basis. Government not-for-profit organizations would adopt Section 4400 in the PSAB Handbook and other not-for-profit organizations would adopt Section 4400 in the Private Enterprise Handbook. Both Boards are considering extending the changeover date for not-for-profit organizations to January 1, 2012.

Until such time as these Public Sector Accounting standards are finalized SRHA will not be able to determine the impact on its financial statements.

SASKATOON REGIONAL HEALTH AUTHORITY

Schedule of Expenses by Object
(in thousands of dollars)

Year ended March 31, 2010, with comparative figures for 2009

	Budget 2010 (note 13)	2010	2009
Operating:			
Board costs	$ 174	$ 131	$ 119
Compensation - benefits	86,140	86,847	76,289
Compensation - salaries	438,997	491,093	428,749
Diagnostic imaging supplies	2,187	2,479	1,965
Drugs	21,401	22,980	19,883
Food	6,995	7,522	6,939
Grants to ambulance services	6,663	6,882	6,988
Grants to third parties	78,872	84,133	74,615
Housekeeping and laundry supplies	4,367	4,778	4,685
Information technology contracts	1,642	1,376	1,288
Insurance	1,551	1,596	1,523
Interest	558	429	470
Laboratory supplies	7,468	7,858	7,232
Medical and surgical supplies	36,955	40,769	36,071
Medical remuneration and benefits	54,716	65,025	58,577
Office supplies and other office costs	2,751	3,109	3,033
Other	9,678	10,091	8,194
Other referred out services	5,963	7,163	6,181
Professional fees	1,601	1,729	1,543
Prosthetics	16,224	15,531	13,606
Purchased services	7,550	7,956	7,888
Rent/lease/purchases	9,663	11,527	10,307
Repairs and maintenance	5,105	6,324	5,546
Service contracts	6,295	7,179	6,272
Travel expense	5,047	5,133	6,137
Utilities	13,992	13,060	13,322
	832,555	912,700	807,422
Restricted:			
Amortization		33,869	29,793
Other		7,983	4,748
Mortgage interest		250	510
Community trust		11	–
		42,113	35,051
	$	$ 954,813	$ 842,473

SASKATOON REGIONAL HEALTH AUTHORITY

Schedule of Cash and Short-Term Investments
(in thousands of dollars)

Year ended March 31, 2010

	Fair Value	Maturity	Effective Rate
Restricted cash and short-term investments:			
Chequing and savings:			
Royal Bank of Canada - Saskatoon	$ 4,084		
RBC Dominion Securities - Saskatoon	63		
	4,147		
GIC's and term deposits:			
RBC Dominion Securities – Bank of Nova Scotia	10,107	26-Aug-11	1.80%
RBC Dominion Securities – Royal Bank of Canada	10,084	31-Oct-11	2.01%
RBC Dominion Securities – Vancity Credit Union	10,039	9-Dec-10	1.28%
RBC Dominion Securities – TD Mortgage Corp.	101	21-Feb-12	4.50%
RBC Dominion Securities – HSBC Bank Canada	100	22-Feb-11	4.20%
RBC Dominion Securities – Montreal Trust Canada	57	20-Feb-13	4.60%
	30,488		
Bonds and notes:			
CIBC Wood Gundy – RES Alberta Treasury Branches	1,841	1-Jun-11	4.15%
RBC Dominion Securities – Saskatchewan Savings Bonds Series 16	210	15-Jul-12	4.20%
	2,051		
Total restricted cash and short-term investments	$ 36,686		
Unrestricted cash and short-term investments:			
Chequing and savings:			
Royal Bank of Canada, Saskatoon	$ 31,868		
RBC Dominion Securities, Saskatoon	20,941		
Conexus Credit Union, Humboldt	1,292		
Concentra Financial, Saskatoon	1,042		
CIBC, Humboldt	1,000		
Conexus Credit Union, Wakaw	274		
Royal Bank of Canada, Humboldt	260		
Affinity Credit Union, Strasbourg	223		
Advantage Credit Union, Watson	200		
Royal Bank of Canada, Watrous	106		
Conexus Credit Union, Lanigan	102		
Affinity Credit Union, Nokomis	91		
Royal Mutual Funds, Watrous	82		
BMO Nesbitt Burns, Saskatoon	65		
CIBC, Rosthern	45		
Cornerstone Credit Union, Wynyard	6		
Royal Bank of Canada, Lanigan	4		
Other	65		
	57,666		

SASKATOON REGIONAL HEALTH AUTHORITY

Schedule of Cash and Short-Term Investments – continued
(in thousands of dollars)

Year ended March 31, 2010

	Fair Value	Maturity	Effective Rate
GIC's and term deposits:			
RBC Dominion Securities – Bank of Nova Scotia	10,055	9-Dec-11	1.80%
Scotia McLeod – Bank of Nova Scotia	10,000	10-Dec-12	2.45%
Scotia McLeod – B2B Trust	100	2-Apr-12	4.20%
Scotia McLeod – HSBC Bank of Canada	97	22-Feb-11	4.30%
Scotia McLeod – AGF Trust	62	12-Mar-12	4.21%
Scotia McLeod – Bank of Nova Scotia	50	2-Apr-12	4.15%
Scotia McLeod – B2B Trust	42	2-Apr-12	4.20%
Conexus Credit Union, Strasbourg	34	30-Jun-10	0.40%
	20,440		
Bonds and notes:			
BMO Nesbitt Burns – CDN Imperial Bank of Commerce	2,025	9-Sep-15	3.75%
Scotia McLeod – CDN Imperial Bank of Commerce	1,021	2-Sep-10	4.95%
BMO Nesbitt Burns – Morgan Stanley	568	23-Feb-12	4.50%
BMO Nesbitt Burns – HSBC Financial Corp.	549	3-May-10	4.00%
Scotia McLeod – Bank of Nova Scotia	317	8-Jun-10	4.93%
CIBC Wood Gundy – Province of Saskatchewan	250	10-Oct-11	4.45%
CIBC Wood Gundy – Province of Ontario	246	2-Dec-12	4.21%
BMO Nesbitt Burns – Royal Bank of Canada	216	30-Apr-12	4.58%
Scotia McLeod – Saskatchewan Saving Bond Series 16	206	15-Jul-12	4.20%
Scotia McLeod – Saskatchewan Saving Bond Series 16	206	15-Jul-12	4.20%
BMO Nesbitt Burns – Province of Manitoba	55		
Scotia McLeod – Government of Canada Bond	41	1-Jun-12	5.25%
	5,700		
Money Market			
Scotia McLeod	1		
	1		
Equity, shares, dividends:			
Co-op and Credit Union equity	34		
Total unrestricted cash and short-term investments	$ 83,841		
Total restricted and unrestricted cash and short-term investments	$ 120,527		

SASKATOON REGIONAL HEALTH AUTHORITY

Schedule of Externally Restricted Funds
(in thousands of dollars)

Year ended March 31, 2010

Community Trust Fund Equity

Trust name	Balance beginning of year	Investment income	Donations	Expenses	Transfers	Balance end of year
Rosthern Home Care Trust	$ 67	$ 1	$ -	$ -	$ -	$ 68
Central Parkland Lodge	24	1	-	-	-	25
Last Mountain Pioneer Home	18	-	-	-	-	18
Nokomis Health Centre – clinic	10	-	-	-	-	10
Nokomis Health Centre – physician	45	1	-	-	-	46
Living Sky Home Care Trust	17	-	-	(11)	-	6
	$ 181	$ 3	$ -	$ (11)	$ -	$ 173

Capital Fund

	Balance beginning of year	Investment and other income	Capital grant funding	Expenses	Interfund transfers	Balance end of year
MRI relocation	$ 4,302	$ -	$ -	$ -	$ (3,280)	$ 1,022
Diagnostic imaging equipment	1,468	-	3,620	-	(15)	5,073
Humboldt Hospital	2,665	-	9,988	-	(12,185)	468
Irene and Leslie Dube Centre for Mental Health	-	-	5,298	-	(5,298)	-
Oliver Lodge Redevelopment	-	-	6,704	-	(6,704)	-
Calder Centre renovations	2,183	-	520	-	(545)	2,158
Safety and surgical equipment	36	-	380	-	(28)	388
CT scanner – Saskatoon City Hospital	355	-	-	-	(5)	350
Federal patient wait time guarantee	3,242	-	600	-	(2,459)	1,383
Infrastructure Funding	28,761	-	-	-	(8,107)	20,654
Watrous Long Term Care Project	8,900	-	-	-	(7,235)	1,665
Medical Equipment	10,016	-	6,574	-	(10,984)	5,606
Parkridge Centre	-	-	5,100	-	-	5,100
Other	(2,601)	12,664	1,806	(8,233)	(12,380)	(8,744)
	$ 59,327	$ 12,664	$ 40,590	$ (8,233)	$ (69,225)	$ 35,123

Schedule 4

SASKATOON REGIONAL HEALTH AUTHORITY

Schedule of Internally Restricted Fund Balances
(in thousands of dollars)

Year ended March 31, 2010, with comparative figures for 2009

	Balance, beginning of year	Investment income allocated	Transfer from Unrestricted Fund Annual Allocation	Transfer to Unrestricted Fund Expenses	Transfer to Investment in Capital Asset Fund Balance	Balance, end of year
Pleasant View Care Home	$ 81	$ 1	$ -	$ -	$ -	$ 82
Total	$ 81	$ 1	$ -	$ -	$ -	$ 82

Schedule 5

SASKATOON REGIONAL HEALTH AUTHORITY

Schedule of Board Remuneration, Benefits and Allowances

Year ended March 31, 2010, with comparative figures for 2009

Board members	Retainer	Per diems	Travel time expenses	Travel and sustenance expenses	Other expenses	CPP	Total 2010	Total 2009
Chairperson:								
Rhode, Jim (effective February 6, 2009)	$ 9,960	$ 14,091	$ 1,959	$ 464	$ 996	$ 1,069	$ 28,539	$ 4,096
Eberle, Darlene								36,587
Board Members (effective February 6, 2009):								
Beaudin, Gary	–	3,225	89	98	240	23	3,675	809
Christensen, Colleen	–	5,975	418	385	265	144	7,187	918
Donauer, Randy	–	2,988	192	59	180	32	3,451	325
Finnie, Douglas	–	6,775	762	1,465	1,067	207	10,276	1,280
Huckle, Ross	–	6,612	1,056	1,510	921	–	10,099	1,138
Lukowich, Frank	–	4,638	82	15	220	79	5,034	847
Ravis, Don	–	4,638	711	1,104	2,108	–	8,561	–
Scott, Marilyn	–	5,100	5,466	630	240	197	11,633	856
Stensrud, Mike	–	–	–	–	–	–	–	643
Swiderski, Darcy	–	5,537	10,821	2,107	232	337	19,034	2,828
Teichrob, Carol	–	5,387	429	313	220	–	6,349	1,124
Board Members:								
Ahenakew, Audrey	–	–	–	–	–	–	–	3,868
Block, Kelly	–	–	–	–	–	–	–	2,853
Finnie, Douglas	–	–	–	–	–	–	–	5,040
Gammel, Marjory	–	–	–	–	–	–	–	5,051
Larocque, Archie	–	–	–	–	–	–	–	6,132
Meinema, Paul	–	–	–	–	–	–	–	2,208
Raycroft, Karen	–	–	–	–	–	–	–	16,914
Teichrob, Carol	–	–	–	–	–	–	–	8,248
Thomson, Keith	–	–	–	–	–	–	–	2,198
Tokarski, Steven	–	–	–	–	–	–	–	2,107
Total	$ 9,960	$ 64,966	$ 21,985	$ 8,150	$ 6,689	$ 2,088	$ 113,838	$ 106,070

SASKATOON REGIONAL HEALTH AUTHORITY

Schedule of Senior Management Salaries, Benefits, Allowances and Severance

Year ended March 31, 2010, with comparative figures for 2009

	Salaries[1]	Benefits and allowances[2]	Severance	Total 2010	Salaries benefits and allowances	Total 2009
CEO						
President and CEO, Maura Davies	$ 304,421	$ 7,866	$ –	$ 312,287	$ 309,312	$ 309,312
CEO, St. Paul's Hospital, Brenda Fitzgerald[3] (ending December 12, 2008)	–	–	–	–	213,590	213,590
CEO, St. Paul's Hospital, Jean Morrison[3] (effective February 15, 2009)	202,855	6,066	–	208,921	30,718	30,718
Senior positions:						
Vice-President Acute Care:						
Jackie Mann, Vice-President Acute Care	173,795	6,066	–	179,861	169,525	169,525
Dr. Femi Olatunbosun, Vice President Acute Care Physician Co-Leader (ending June 30, 2008)	-	–	–	–	24,000	24,000
	173,795	6,066	–	179,861	193,525	193,525
Chief Medical Health Officer, Dr. Cordell Neudorf	246,062	6,066	–	252,128	242,197	242,197
Vice-President Performance Excellence and Chief Nursing Officer:						
Dr. Amy McCutcheon (effective December 7, 2009)	49,162	1,868	–	51,030	–	–
Jean Morrison (ending February 14, 2009)			–		169,384	169,384
Vice-President Medical Affairs, Dr. David Poulin	252,711	6,066	–	258,777	238,716	238,716
Vice-President Finance and Administration, Deborah Rhodes	196,457	6,066	–	202,523	186,039	186,039
Vice-President Clinical and Operations Support, Sandra Blevins	175,194	6,066	–	181,260	176,173	176,173
Vice-President Community Services, Shan Landry	179,815	6,066	–	185,881	176,163	176,163
Vice-President People Strategies, Bonnie Blakley	175,194	6,066	–	181,260	176,165	176,165

SASKATOON REGIONAL HEALTH AUTHORITY

Schedule of Senior Management Salaries, Benefits, Allowances and Severance - continued

Year ended March 31, 2010, with comparative figures for 2009

	Salaries[1]	Benefits and allowances[2]	Severance	Total 2010	Salaries benefits and allowances	Total 2009
Vice-President Corporate and Public Affairs, Daryl Oshanek	157,839	5,743	209,174	372,756	141,977	141,977
Vice President Research and Innovation, Dr. Beth Horsburgh	130,000	–	–	130,000	130,000	130,000
Total	$ 2,243,505	$ 64,005	$ 209,174	$ 2,516,684	$ 2,383,959	$ 2,383,959

(1) Salaries include regular base pay, honoraria, sick leave, vacation leave, merit pay, lump sum payments and any other direct cash remuneration.
(2) Benefits and allowances include the employer's share of car allowance and Group Life Insurance that are taxable to the employee.
(3) This position is an employee of St. Paul's Hospital. St. Paul's Hospital is responsible for a number of care groups on behalf of the Saskatoon Regional Health Authority.